REVISE PAR LE SCRS EN VERTI

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND OR

SAUR LA PROTECTION DES PERSONNELS ET/OL

OPERATIONAL POLICY MANUAL



Reports from Regions

Unless otherwise specified for a particular policy, all human source reports originating from 5.1 Unless otherwise speciments the Regions shall be processed in the following manner: 5.1 REVISE PAR LE SCAS EN VERTU D SUPLA PROTECTION DES PE PERSONNELS ETIOU DE

PROVISIONS OF THE PRIVACY ACT I'ME
ACCESS TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

Reports from Headquarters

PERSONNELS ETION DES MEIVOENENTON SUR L'ACCES
A L'INFORMATION SUR L'ACCES
A L'INFORMATION SUR L'ACCES
A L'INFORMATION PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS

TO SNOISINOHA

5.2 Unless otherwise specified for a particular policy, all human source reports originating from Headquarters shall be processed in the following manner:

Related Functions

All employees concerned with processing human source reports may, as appropriate to their 5.3 PROCESSED BY CS duties and functions

6. INTERDEPARTMENTAL COMMUNICATIONS

Preparation of Correspondence

Correspondence to the Solicitor General of Canada or other Government Ministries related to 6.1 approval, advice or consultation concerning human source operations shall be prepared by the Headquarters Operational Branch with the assistance of Headquarters OHS. NA TOR YORNADAM OF SEASONS NORM PEVISE PARLE SORS PROCESSED BY CSIS UNDER THE

6.2

Requests to Solicitor General

Requests to the Solicitor General for approval shall normally be submitted in the form of an 6.3 AIM

SUM LA PHUI EL I IUNY DE LA LOI SUM LINEINIENIN DE LA LOI SENSION Aide-Mémoire,

POLOWA TO A VOLUME OF AND TO A NOT AND TO A

OPS-204

SECRET

OPERATIONAL POLICY MANUAL

REVISE PAR LE SCAS EN VERTU D SUR LA PROTEOTION DES PEN NARS SENON DES PEN NARS PEN PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT ANDIOR PROCESSED BY CSIS UNDER THE

PERSONNELS ETION DE LA LOI SUR L'ACCES

A L'INPORMATION SUR L'ACCES

A L'INPORMATION DE LA LOI SUR L'ACCES SURLA PROTECTION DES RENSEIGNEMENTS
PERSONNIELS ET/OLI DE LA LOI
SITIALI DE LA LOI REVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANEIANSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'TE
ACCESSED BY CSIS UNUET I'TE
ACCESS TO INFORMATION ACT AND/OR

PERSONNELS ETION UES TENSEIGNEMENTS
A LINFORMATION SUR LACCES SUPLY SE PAH LE SURS EN VERI U UE LA LOI SUR L'ACCÈS TEVISE PAR LE SCRS EN VERTU DE LA LOI PROVISIONS OF THE PRIVACY ACT AND/OR

Page 9 of 9

1994-12-15

OPS-204 HUMAN SOURCES - GENERAL

1. INTRODUCTION

Policy Objective

- Use of human sources is an essential investigative technique, involving various degrees of intrusiveness.
- The objective of the policies and procedures detailed in the Human Source Policy are intended to implement the general principles, as expressed by the Solicitor General of Canada in correspondence to the Director dated 30 October 1989 and detailed in section 2 of this policy.

Scope

- This chapter prescribes the policy and procedures relating to the recruitment, development, handling and administration of human sources.
- 1.4 Application of particular policies will depend on the circumstances of each source operation. PROVISIONS OF THE PRIVACY ACT AND ON A MOTOR OF THE PRIVACY ACT AND ON A MOTOR OF THE PRIVACY ACT AND OR

Authorities

Ministerial Directives:

"CSIS Use of Human Sources", dated 1 August 1995

"Conduct of Investigation", dated 30 October 1989

- Treasury Board Manual: "Information and Administrative Management: Security"



Definitions

1.8 **Human Source**: A human source is any person, other than an employee of the Service, who provides operational assistance to the Service regarding activities mandated for investigation under the CSIS Act.

1.9

1.10

- 1.11 Operational Assistance: Operational assistance means providing information or otherwise facilitating operational activities of the Service.
- 1.12 Under Direction: A human source is considered to be under direction when the source:

receives general direction from the Service to provide operational assistance in relation to activities.

PECEIVED APFH
REÇU A APFH
JAN 18 1996

MIS AU DOSSIEH PLACED ON FILE
BY
RECEIVED
RECEIVED

2. PRINCIPLES

QUOTE

The recruitment and use of human sources is to be undertaken only when and to the extent it is reasonable and necessary, to do so in meeting the Service's statutory responsibilities.

2.2

2.3

2.4

- A1 AUS 101 PLY Confidential sources are to be managed so as to protect both the security of the Service's operations and the personal safety of sources.
- As with all human sources, confidential sources should be treated ethically and fairly by the Service, in terms of both compensation and handling.

PHOCESSEDBY

UNQUOTE

3. RESPONSIBILITIES

Director

- The Director is responsible for the centralized systems of direction and control of human sources, and is the authority for certain approvals as specified elsewhere in this Chapter.
- 3.1.1 The Director shall report annually to the Solicitor General on the PERSONNELS ET/OU DE LA LOI SUR LACOES human sources under the direction of the Service. PROTECTION DES PENSEIGNEMENTS

 NAMES & ETION DES PRENSEIGNEMENTS

 AND PROTECTION DES PRENSEIGNEMENTS

NSE PAR LE SCRS EN VERTU DE LA LOS

TOANOITAMAOANI OT &

3.3

Headquarters Human Sources (IHS)

and for maintaining providing assistance and advaga particular human sources. 3.4 Headquarters Human Sources (HQ-IHS) is responsible for implementing policy and procedures, and for maintaining centralized systems for the administration of human source operations, and for providing assistance and advice to Operational Branches concerning the development and direction of PEVISE PAR LE SCAS EN VERTU DE LA LOI PIR LA PROTECTION DES RENSEIGNEMENTS

- 3.5 Headquarters Operational Branches are responsible for developing operational priorities, in respect of which recommendations on the development and direction of human sources may be made to regional operational sections.
- 3.5.1 Headquarters Operational Branches shall inform affecting human source policy and operations.

HQ-IHS of all significant matters

PHOVISIONS OF THE PRIVACY ACT INDIANATION ACT ANDIOR

WEVISE PAR LE SORS EN

Regional Directors General

VISE PAR LE SCRS EN VERTU DE LA LOI

TOA NOTTAMADANI OT &

3.6 Regional Directors General are responsible for the overall management of human source PROTEOTION DES PENSEIGNEMENTS

NINES O ET MIN DE PROPIETA

NINES O ET MIN DES PENSEIGNEMENTS

NINES O ET MIN DE PROPIETA

NINES O ET MI DEPISONNELS ET/OU DE LA LOI SULLINIA DE LA LOI SULL operations in the Region.

REVISE PAR LE SCRS EN VERT

PROVISIONS OF THE PRIVACY ACT AND/OR

OPERATIONAL POLICY MANUAL

RECORDS

Human Source Files

PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS

A L'INFORMATION UES MEIVORIGIVEINION

A L'INFORMATION

A L'INFORMATI SUP LA PROTECTION DES PERSEIGNEMENTS
PERSONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE IA I OI SUB L'ACUE
SACONNEI S ET/OI DE human source files are divided into two categories: 4.1 Ed JHL do SNOISINOAd PROCESSED BY CSIS UN

A SEPSONNELS ET OU DE LA

T 30 SNOISINOAG

4.2 human source files in each category are further divided into two parts, respectively containing financial and general information:

the financial part contains

SUR LA PROTECTION DES RENSEIGNEM

SERVINO DES RENSEIGNEM

EN VERTINO DES RENSEIGNEM

EN VERTINO DE SITUATO DE the general part contains VISE PAR LE SCRS EN VERTU DE LA LOI

TOA NOTTAMAOANI OT O

AO/OVA TOPYOPMOP 41

REVISE PAR LE SORS EN VERT

PROVISIONS OF THE PRIVACY ACT AND/OR MISIONIS DE TUE BBY CSIS UNDER THE

SAUR LA PROTECTION DES PERSONNELS ET/OL

OPERATIONAL POLICY MANUAL

Opening of Files

4.3

HQ-IHS shall open a

file when:

PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR ACT AND/OR

SSARY A PROTECTION DES PENSEIGNEME
SUPPLIES OF THE OUTPE THE VERILLE OF THE OUTPE THE PERSONNELS ET/OU DE LA LOI SUE an file is necessary to protect the source's identity. PEVISE PAR LE SCAS EN VERTU DE LA LOI DELA PROFESSION DES RENSEIGNEMENTATIONS EN LOI DELA PRINCIPIE SCAS EN VERTU DE LA LOI

4.5

SUR LA PROTECTION DE LA LOI SUR L'ACCÈS POLOVA TOP YOUNG T 30 SNOISINONA PHOCESSED BY

SECRET

OPERATIONAL POLICY MANUAL

REVISE PAR LE SORS EN VERTU SUBITA PROTECTION DES PERSONNELS ET/OU PROVISIONS OF THE PRIVACY ACT AND/OR ACTERS TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

4.6

4.7

PERSONNELS ETION DE LA LOI SUR L'ACCES

A L'INFORMATION DE LA LOI SUR L'ACCES

A L'INFORMATION DE LA LOI SUR L'ACCES SUBLA PROTECTION DE LA LOI SUB LACCES

PERSONNELS ET/OU DE LA LOI SUB LACCES REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANPIARMAN DES RENSEIGNEMENTS Use and Handling of Files

ONNY LOW NOLLYWHOOM! OL SSERON

HIL HEADING OF THE PROPERTY OF SSERON PROVISIONS OF THE PRIVACY ACT AND/C

4.8

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A LINEORMATION SUR L'ACUENTENTE

A LINEORMATION

A LIN SUR LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACOÈS

SENSEIGNEMENTS

SAN VERITO

DE LA LOI SUR L'ACOL

SAN VERITO

SAN VERITO

DE LA LOI SUR L'ACOL

SAN VERITO

DE LA LOI SUR L'ACOL

SAN VERITO

L'ACOL WASE PART LE SCRS EN VERTU DE LA LOI PROVISIONS OF THE PRIVACY ACT THE ACCESS TO INFORMATION ACT AND/OR

PROCESSED BY CSIS UNDER THE

5. REPORTING

Reports from Regions

5.1 Unless otherwise specified for a particular policy, all human source reports originating from the Regions shall be transmitted by the appropriate secure means and processed in the following manner:

Reports from Headquarters

10ELA LOI SUR L'ACC NOITAMAOANI'S A Unless otherwise specified for a particular policy, all human source reports originating from Headquarters shall be transmitted by the appropriate secure means and processed in the following PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY AC HENISE DAR LE manner:

Related Functions

YSE PAR LE SCRS EN VERTU DE LA LOI
A DECATION DE DENICEIONEMENTO

TOA NOTTAMPOANI OT

All employees concerned with processing human source reports may, as appropriate to their ONNIE SETION DES RENSEIGNEMENTS PEPSONNELS ET/OU DE LA LOI SUPLATION
A L'INFORMATION UES DE LA LOI SUPLATION UES DE LA LOI SUP duties and functions

ADIAMACY ACT AND JOR

REVISE PAR LE SORS EN VERT

OPERATIONAL POLICY MANUAL

ACCESS TO INFORMATION ACT INTERDEPARTMENTAL COMMUNICATIONS SIGNAL SIGN 6.

SIONS OF THE PHIVACY ACT AND/OR 6.1 Correspondence to the Solicitor General of Canada or other Government Ministries related to approval, advice or consultation concerning human source operations shall be prepared by the Headquarters Operational Branch with the assistance of HQ-IHS.

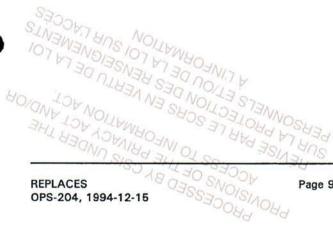
6.2

Requests to Solicitor General

PERSONNELS ETION DE LA LOI SUR LACOES

TAO SNOISINOHA

WELS ET/OU DE LA LOI SUR L'ACCES OTION DES PRINSEIGNEMENTS Requests to the Solicitor General for approval shall normally be submitted in the form of an TOWNING SHILL SO SNOISINORG Aide-Mémoire.



OPS-204 HUMAN SOURCES - GENERAL

1. INTRODUCTION

Policy Objective

- Use of human sources is an essential investigative technique, involving various degrees of 1.1 intrusiveness.
- The objective of the policies and procedures detailed in the Human Source Policy are intended to implement the general principles, as expressed by the Solicitor General of Canada in correspondence to the Director dated 30 October 1989 and detailed in section 2 of this policy.

Scope

- 1.3 This chapter prescribes the policy and procedures relating to the recruitment, development, handling and administration of human sources.
- Application of particular policies will depend on the circumstances of each source operation. 1.4

Authorities

Ministerial Direction on:

Authorities

Ministerial Direction on:

Authorities

Ministerial Direction on:

Authorities

Ministerial Direction on:

Authorities

Authorities

Ministerial Direction on:

Authorities

Authorities

Authorities

Ministerial Direction on:

Authorities

Author 1.5 PROCESSED BY CSIS UNDER

The Management of Human Sources (August 1, 1995)

Conduct of CSIS Investigations (October 30, 1989)

- Treasury Board Manual: "Information and Administrative Management: Security" Definitions
- Human Source: A human source is any person, other than an employee of the Service, who provides operational assistance to the Service regarding activities mandated for investigation under the

PEVISE PAR LE SCRS EN VERTU DE VIDIA DE DENTECTION DES DENSERTU DE

SUR LA PROTEOTION DES RENS PERSONNELS ET/OU DEL

OPERATIONAL POLICY MANUAL

CSIS Act.

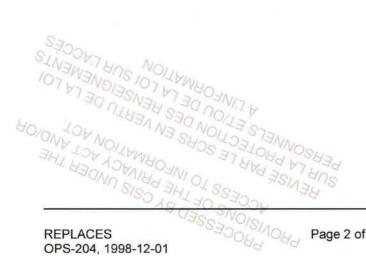
1.9

1.10

- PROVISIONS OF THE PRIVACY ACT I'NE
 ACCESS TO INFORMATION ACT AND/OR 1.11 Operational Assistance: Operational assistance means providing information or otherwise facilitating operational activities of the Service.
- 1.12 **Under Direction:** A human source is considered to be under direction when the source:

SADON J RUS NOTTH from the Service to p. ... activities. receives general direction from the Service to provide operational assistance in relation WENISE PARILE SCAS EN VERY PROVISIONS OF THE PRIVACY ACT AND/OR

PROCESSED BY CSIS UNDER THE



2. PRINCIPLES

QUOTE

PAR LE SCAS EN VERTU DE The recruitment and use of human sources is to be undertaken only when and to the extent it is 2.1 to do so in meeting reasonable and necessary. the Service's statutory responsibilities.

2.2

2.3

2.4

- 2.5 Confidential sources are to operations and the personal safety of sources. 2.5 Confidential sources are to be managed so as to protect both the security of the Service's 30 no
- 2.6 As with all human sources, confidential sources should be treated ethically and fairly by the Service, in terms of both compensation and handling. HAOCESSED BY CSIS UNDER SWONSINORS OF THE PRIVACE OF THE PRI

UNQUOTE

3. RESPONSIBILITIES

Director

- The Director is responsible for the centralized systems of direction and control of human sources, and is the authority for certain approvals as specified elsewhere in this Chapter.
- 3.1.1 The Director shall report annually to the Solicitor General on the human sources under the direction of the Service.

AEVISE PAR LE SCAS EN VERTU DE LA L

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A L'INFORMATION SUR L'ACCES

A L'INFORMATION

A L'I

Headquarters Human Sources (HS)

3.4 Headquarters Human Sources (HQ HS) is responsible for implementing policy and procedures, and for maintaining centralized systems for the administration of human source operations, and for providing assistance and advice to Operational Branches concerning the development and direction of particular human sources.

Headquarters Operational Branches

- 3.5 Headquarters Operational Branches are responsible for developing operational priorities, in respect of which recommendations on the development and direction of human sources may be made to regional operational sections.
- 3.5.1 Headquarters Operational Branches shall inform HQ HS of all significant matters affecting human source policy and operations.

Regional Directors General

3.6 Regional Directors General are responsible for the overall management of human source operations in the Region.



REVISE PAR LE SCRS EN VERTU DE avian necesarion de antroparente de la construcción de la

PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR ACT AND/OR ACT AND/OR ACT AND/OR ACT AND/OR ACT AND/OR

SUALA PROTEOTION DES PENS PERSONNELS ETIOU DEL

OPERATIONAL POLICY MANUAL

4. RECORDS

Human Source Files

PROCESSED

NO// Hes and The School of the State 4.1 A PROTECTION DES REN human source files are divided into two categories: PERSONNELS ET/OU DE

TOPNOTTAMPOAN 4.2 human source files in cach.

containing financial and general information: human source files in each category are further divided into two parts, respectively T 40 SNOISINOAA

the general part contains

Opening of Files PERSONNELS ETION DE LA LOI SUR L'ACCENENTS A LINFORMATION DE LA LOI SUR L'ACCENENTS A LINFORMATION DE LA LOI SUR L'ACCENENTS A L'INFORMATION DE L'ACCENE

BERSONNELS ET/OU DE LA LOI SUB L'ACCÉS

SUB LA PROTECTION DES RENSEIGNEMENTS

SUB LA PROTECTION DE SAN VERTI U UE LA LUI

SUB L'ACCÉS PEVISE PAR LE SCRS EN VERTU DE LA LOI
PENSENANTAMENTALE SCRS EN VERTU DE LA LOI
PENSENANTAMENTALE SCRS EN VERTU DE LA LOI
PENSENANTAMENTALE SCRISTA PARTICIPATA LE SCRISTA PARTICIPATA LE SCRISTA PARTICIPATA LE SCRISTA PARTICIPATA PARTI

SECRET

OPERATIONAL POLICY MANUAL

SUR LA PROTEOTION DES RENS REVISE PAR LE SCRS EN VERTU DE PEPSONNELS ETTOU DEL PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INEORMATION ACT AND/OR

4.5

PERSONNELS ETION UES MEINSEINENTON

A LINFORMATION

A LINFORMA SUB LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OIL DE IA LOI SUB L'ACCES

SENSONNELS ET/OIL DE LA LOI SUB L'ACCES PEVISE PAR LE SCAS EN VERTU DE LA LOI IIR I A PROTECTION DES RENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'TE
ACCESSO TO INFORMACTION ACT AND/OP

4.6

PERSONNELS ETION DE LA LOI SUR LACORES PRINCIPE LA LOI SUR LA LOI PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS REVISE PAR LE SCRS EN VERTU DE LA LOI
PENSEIGNIENTE TO SISO AS USE SOON PART OF SISO AS USE OF A PART OF A P TOANOTTAINA OT SESSOON

SECRET

REVISE PAR LE SCRS EN VERTU DE

PROVISIONS OF THE PRIVACY ACT I'NE PRIVA

SUR LA PROTEOTION DES RENS PERSONNELS ET/OU DEL

OPERATIONAL POLICY MANUAL

Use and Handling of Files

4.8

5.



Unless otherwise specified for a particular policy, all human source reports originating from the Regions shall be transmitted by the appropriate secure means and processed in the following manner:

TION DES PENSEIGNEMENTS

DHOCESSED

PERSONNELS ETION UES HEIVSEIGNEINEN IS A LINFORMATION SUR L'ACOES A LINFORMATION SUR L'ACOES A LINFORMATION SUR L'ACOES Reports from Headquarters 5.2 Unless otherwise specified for a particular policy, all human source reports originating from

ANI,7 H

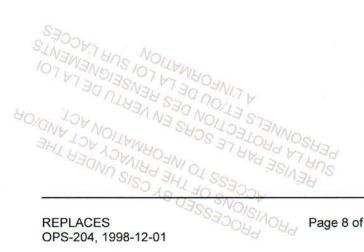
OPERATIONAL POLICY MANUAL

Headquarters shall be transmitted by the appropriate secure means and processed in the following manner: HEVISE PARIESON PROCESSED BY CSIS UNDER THE

Related Functions

5.3 All employees concerned with processing human source reports may, as appropriate to their duties and functions





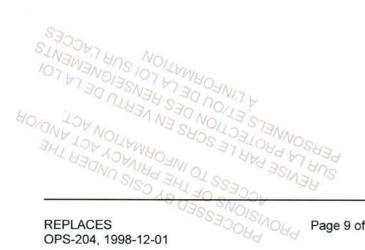
INTERDEPARTMENTAL COMMUNICATIONS NOT WAS SHOWN TO SHOW THE SHOWN OF TH 6.

SE PAR LE SORS EN VERTU DE Correspondence to the Solicitor General of Canada or other Government Ministries related to approval, advice or consultation concerning numan source operations. Headquarters Operational Branch with the assistance of Headquarters Human Sources (HQ HS). approval, advice or consultation concerning human source operations shall be prepared by the

6.2

Requests to Solicitor General 18 101

Requests to the Solicitor General for approval shall normally be submitted in the form of an GEVISE PAR LE SCAS EN VERT 6.3 SAUR LA PROTECTION DES PROVISIONS OF THE PRIVACY ACT AND ON PROVISION OF THE PRIVACY ACT AND ON PROVISION ACT AND OR Aide-Mémoire,



REVISE PAR LE SCRS EN VERTU DE

PERSONNELS ET/OU DEL

OPERATIONAL POLICY MANUAL

HUMAN SOURCES - GENERAL OPS-204

1. INTRODUCTION

Policy Objective

MS OF THE PRIVACY ACT AND/OR FOCOTO INICODIATION ACT AND/OR ACCESS TO INFORMATION ACT The use of human sources is an essential investigative technique, involving various degrees of 1.1 intrusiveness. The objective of the Human Source policies and procedures is to provide direction for the operational use and administrative management of human sources.

Scope

- 1.2 This chapter prescribes the policy and procedures relating to the recruitment, development, handling and administration of human sources.
- PERSONNELS ETIOU DE LA LOI SUR L'ACCENTA LOI SUR L'ACCENTO DE LA LOI SUR L'ACCENTO DE LA LOI SUR L'ACUTA LOI SUR L'ACUTA LOI SUR L'ACUTA LOI SUR L'ACUTA L'ACU 1.3 Application of particular policies will depend on the circumstances of each source operation. PERSONNELS ETTOU DE LA LOI SUR L'AC

Authorities

- 1.4
- REVISE PAR LE SORS EN VERTU DE LA LOI STNAMANANCE RENSEIGNEMENTS CSIS Act

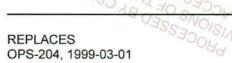
 Ministerial Direction on: OF NOTTAMADANI OF 88300F PROVISIONS OF THE PRIVACY ACT. 1.5 PROCESSED BY CSIS UNDER THE

The Management of Human Sources (August 1, 1995)

Conduct of CSIS Investigations (October 30, 1989)

Leasn AND SELVAN DES SELVAN DES SELVAN DES SELVAN DES SELVAN DE SE 1.6 Treasury Board Policies BOWN STANNOSHAR

TOP NOTTAMPORM OT 8835



AOVANTA PRIVACT AND TO A MONTH AND T

Definitions

1.7 **Human Source:** A human source is any person, other than an employee of the Service, who provides operational assistance to the Service regarding activities mandated for investigation under the CSIS Act. PHOCESSED BY

1.8

1.9

- Operational Assistance: Operational assistance means providing information or otherwise facilitating operational activities of the Service.
- 1.11 **Under Direction:** A human source is considered to be under direction when the source:

Man.

OKT UND TANKO OSINITY

ALICO NOTE AND OSINITY

ONTO OTION DES PENSEIGNEMENTS on from the Service activities. Only of SSE SNOISIN receives general direction from the Service to provide operational assistance in relation to a es. Ad ahl do snoisinodd

1.12

1.13 SUH LA PHUI EU I IUNY UEO MENORINE LA LOI SUR L'ACL Minister: Means Solicitor General of Canada unless specified otherwise. A PROTECTION DES RENSEIGNEMENTS

A PROTECTION DES RENSEIGNEMENTS

A PROTECTION DES RENSEIGNEMENTS

OF THE PHIVACY ACT AND/OR

REVISE PAR LE SORS EN VERTU DE LA LOI
IN IL A BROTECTION DES BENISEIRNENTON

TOA NOTAMPORMATION ACT

SECRET

OPERATIONAL POLICY MANUAL

2. PRINCIPLES

The Service shall use and manage human sources in accordance with the following principles:

2.1	The use of human sources will be reasonable and necessary	to investigate activities authorized by
the CSI	The use of human sources will be reasonable and necessary S Act.	18 gags SNOVE

2.2

2.3

2.4

- 2.5 Human sources are to be managed so as to protect their personal safety and the security of the Service's operations.
- 2.6 Human sources are to be treated ethically and fairly by the Service, in terms of both compensation and handling.

3. RESPONSIBILITIES

Director

3.1 The Director is accountable to the Minister for the overall management of the Service's Human Sources program and is the authority for certain approvals as specified elsewhere in this Chapter.

3.2

3.3

Headquarters Human Sources (HS)

3.4 Headquarters Human Sources (HQ HS) is responsible for implementing policy and procedures, and for maintaining centralized systems for the administration of human source operations, and for

providing assistance and advice to Operational Branches concerning the development and direction of HEVISE PAR LE SON PROCESSED BY CSIS UNDER THE particular human sources. PROVISIONS OF THE PRIVACY

Headquarters Operational Branches

- 3.5 Headquarters Operational Branches are responsible for developing operational priorities, in respect of which recommendations on the development and direction of human sources may be made to regional operational sections.
- Headquarters Operational Branches shall inform HQ HS of all significant matters affecting human source policy and operations.

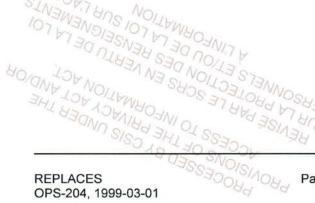
Regional Directors General

SUR LA PROI ECTION DES MEINSEIGNEINIENTS
A L'INFORMATION SUR L'ACCES
A L'INFORMATION SUR L'ACCES SUP LA PROTECTION DES PENSEIGNEMENTS

BERSONNELS ETOU DE LA LOI SUB L'A LUI

SUP LA PROTECTION DES PENSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT I'TE PRIVACY ACT AND/C Regional Directors General are responsible for the overall management of human source HEVISE PARLE SCAS EN 3.6 operations in the Region. PROCESSED BY CSIS UNDER THE



SUR LA PROTECTION DES REN PERSONNELS ET/OU DE

OPERATIONAL POLICY MANUAL

4. RECORDS

Human Source Files

- RÉVISÉ PAR LE SCRS EN VERTU DE PROVISIONS OF THE PRIVACY ACT AND/ORA
 ACCESS TO INFORMATION ACT AND/OR
 ROAD TO A CONTRAMPORATION ACT AND/OR 4.1 human source files are divided into two categories:
- human source files in each category are further divided into two parts, respectively containing financial and general information:

the financial part contains only

PERSONNELS ETJON DE LA LOI SUR L'ACC A L'INFORMATION SUR L'ACC the general part contains is an end of the second part of the second p SUR LA PROTEOTION DES PENSEIGNEME PERSONNIELS ETION DES PENSEIGNEME Opening of Files ONA TOA NOITHMAO ANI OT SEADOR ONI SINOR SI

4.3

4.4 HQ HS shall open a

PROCESSED BY CSIS UNDER THE file when:

an individual file is necessary to protect the source's identity

PROCESSE

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A L'INFORMATION UES ITEIVENIENTEN

A L'INFORMATION

A L'INFORMATION PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS REVISE PAR LE SORS EN VERTU DE LA LOI AO/aVACT ACT AND/OR TOA NOTTAMPORMATION ACT

REPLACES OPS-204, 1999-03-01 Page 5 of 9

SECRET

OPERATIONAL POLICY MANUAL

SURIA PROTECTION DES AENSI REVISE PAR LE SCRS EN VERTU DE PEPSONNELS ET/OU DEL PROVISIONS OF THE PRIVACY ACT INE PRIVACY ACT AND/OR

4.6

PERSONNELS ETION DE LA LOI SUR L'ACCES

A L'INFORMATION DE LA LOI SUR L'ACCES

A L'INFORMATION DE LA LOI SUR L'ACCES PERSONNELS ET/OU DES RENSEIGNEMENTS

PERSONNELS ET/OU DES RENSEIGNEMENTS

PERSONNELS ET/OU DES RENSEIGNEMENTS PEVISE PAR LE SCAS EN VERTU DE LA LOI PIR I A BROTECTION DES BENSEIRNEMENTS PROVISIONS OF THE PRIVACY ACT AND/OR PROVISIONS OF THE PRIVACY ACT AND/OR POLY ACT AND/OR

4.7

Use and Handling of Files

PERSONNELS ETION DE LA LOI SUR L'ACCENTS

A LINFORMATION SUR L'ACCENTS

A LINFORMATION DE LA LOI SUR L'ACCENTS

A LINFORMATION SUR L'ACCENTS

A LINFORMATION DE LA LOI SUR L'ACCENTS

A L'INFORMATION DE L'ACCENTS

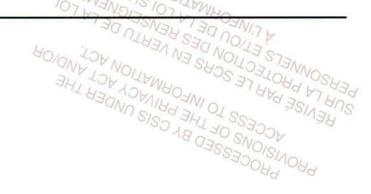
A L'INFORMATIO SUP LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

ACCÈS

ACCÈS

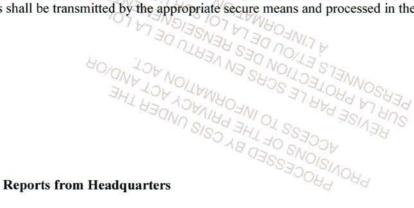
ACCÈS RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI LOI LA DONTECTION DE DENICEICNIENTENTO PROVISIONS OF THE PRIVACY ACT AND OR ACCESS TO INFORMATION ACT AND THE MISIONO DE THE BRIVACY ACT ANDER THE



5. REPORTING

Reports from Regions

5.1 Unless otherwise specified for a particular policy, all human source reports originating from the Regions shall be transmitted by the appropriate secure means and processed in the following manner:



5.2 Unless otherwise specified for a particular policy, all human source reports originating from Headquarters shall be transmitted by the appropriate secure means and processed in the following manner:

Related Functions

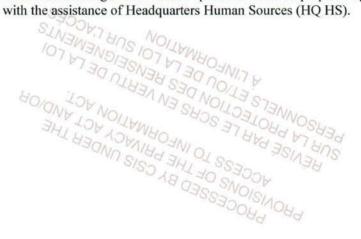
5.3 All employees concerned with processing human source reports may, as appropriate to their duties and functions.

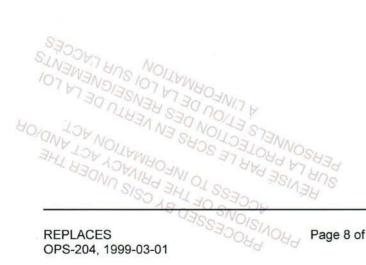


6. INTERDEPARTMENTAL COMMUNICATIONS

Preparation of Correspondence

6.1 Correspondence with other Government Departments or related to the Minister's approval, consultation or information concerning human source operations shall be prepared by the Headquarters Operational Branch with the assistance of Headquarters Human Sources (HQ HS).





SUR LA PROTECTION DES RENS

PERSONNELS ET/OU DEL

REVISE PAR LE SCAS EN VERTU DE

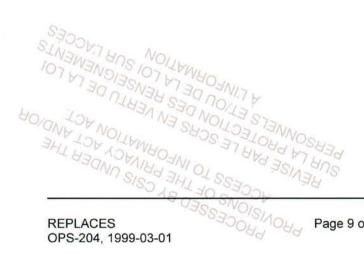
OPERATIONAL POLICY MANUAL

6.2

Consultation with Minister

PROVISIONS OF THE PRIVACY ACT AND/OR ACTCRSS TO INFORMATION ACT AND/OR Consultation with the Minister shall normally be by Aide-Mémoire : 6.3





HUMAN SOURCES - GENERAL OPS-204

1. INTRODUCTION

Policy Objective

1.1 The use of human sources is an essential investigative technique, involving various degrees of intrusiveness. The objective of the Human Source policies and procedures is to provide direction for the operational use and administrative management of human sources.

Scope

- 1.2 This chapter prescribes the policy and procedures relating to the recruitment, development, handling and administration of human sources.
- 1.3 Application of particular policies will depend on the circumstances of each source operation. PHOTEOTION DES PENSEIGNEMENT

Authorities

- 1.4 CSIS Act
- REVISE PAR LE SCAS EN VERTU DE LA LOI
 IN IN BROTZOTION DES RENISEIRNEMENTS
 STINMANDES RENISEIRNEMENTS CSIS Operations MD March 1, 2001 1.5
- Treasury Board Policies 1.6

- 1.7 Human Source: A human source is any person, other than an employee of the Service, who provides operational assistance to the Service regarding activities mandated for investigation under the CSIS Act.
- 1.8
- 1.9
- Operational Assistance: Operational assistance means providing information or otherwise facilitating operational activities of the Service.
- 1.11 **Under Direction:** A human source is considered to be under direction when the source:

TOA NOITAMROAMI OT 223

receives general direction from the Service to provide operational assistance in relation to activities.

1.12

- 1.13 Minister: Means Solicitor General of Canada unless specified otherwise.
- 1.14 Factors deemed to constitute high risk: Include a clear risk to human life, grave damage to Canada's international reputation or severe damage to the reputation of the Service.

2. **PRINCIPLES**

The Service shall use and manage human sources in accordance with the following principles:

- 2.1 The use of human sources will be reasonable and necessary to investigate activities authorized by PROCESSEDBY the CSIS Act.
- 2.2
- 2.3
- 2.4
- 2.5 Human sources are to be managed so as to protect their personal safety and the security of the Service's operations.
- 2.6 Human sources are to be treated ethically and fairly by the Service, in terms of both compensation and handling.

HOYONA RESPONSIBILITIES

Director

The Director is accountable to the Minister for the overall management of the Service's Human

Sources program and is the authority for certain approvals as specified elsewhere in this Chapter, PROCESSED BY CSIS UNDER THE

3.2

3.3

Headquarters Human Sources (HS)

3.4 Headquarters Human Sources (HQ HS) is responsible for implementing policy and procedures, and for maintaining centralized systems for the administration of human source operations, and for providing assistance and advice to Operational Branches concerning the development and direction of particular human sources. ACCESS TO INFORMATION PROVISIONS OF THE PRIVACY ACT PROCESSED BY CSIS UNDER THE

Headquarters Operational Branches

- 3.5 Headquarters Operational Branches are responsible for developing operational priorities, in respect of which recommendations on the development and direction of human sources may be made to regional operational sections.
- Headquarters Operational Branches shall inform

PROOFSEED

HQ HS of all significant matters affecting human source policy and operations.

Regional Directors General

TOP NOITHMAOANI OT 223

3.6 Regional Director...
operations in the Region. Regional Directors General are responsible for the overall management of human source HEVISE PAR LE SCAS EN VER AO/dVA TOR NACITA NO TAIL OF PROPERTY AND TO PROPERTY AND TO PROPERTY OF THE P

REVISE PAR LE SCRS EN VERTU DE SUR LA PROTECTION DES RENS PERSONNELS ET/OU DEL PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OP PROCESSED BY CSIS UNDER THE

RECORDS 4.

Human Source Files

PROCESSED

- PERSONNELS ETION DE LA LOI SUR LACCES
 A L'INFORMATION SUR LACCES
 A L'INFORMATION DE LA LOI SUR L'ACCES SUBLA PROTECTION DES RENSEIGNEMENTS

 PERSONNELS ET/OU DE LA LOI SUB LACCES human source files are divided into two categories: 4.1 PROCESSED BY O PROVISIONS OF T
- human source files in each category are further divided into two parts, respectively containing financial and general information:

the financial part contains

the general part contains SEIGNEMENTS Opening of Fileso NOILD STANNOS dad of Noil Dalond by Machine aus Noitamaoawi A

PEVISE PAR LE SCRS EN VER SUR LA PROTECTION DE

SECRET

SURILA PROTEOTION DES RENS

DEPSONNELS ET/OU DE

REVISE PAR LE SCRS EN VERTU DE

OPERATIONAL POLICY MANUAL

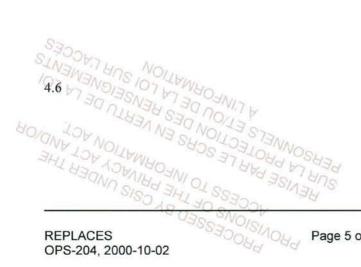
4.4 HQ HS shall open a

an

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND/OR WISIONS OF THE PRIVACE UNDER FLORE PRIMA PROCESSED BY CSIS UNDER FLORE SAFED BY CSIS UNDER FLORE PRIVACE PRIVA file is necessary to protect the source's identity

4.5





SUBLY PROTEOTION DES RENS

PEPSONNELS ET/OU DEL

REVISE PAR LE SCRS EN VERTU DE

PROVISIONS OF THE PRIVACY ACT INE ACCESS TO INFORMATION ACT AND/OR

OPERATIONAL POLICY MANUAL

4.7

Use and Handling of Files

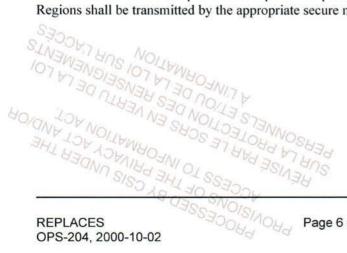
4.8



5. REPORTING

Reports from Regions

5.1 Unless otherwise specified for a particular policy, all human source reports originating from the Regions shall be transmitted by the appropriate secure means and processed in the following manner:



Page 6 of 8

2001-03-01

SECRET

OPERATIONAL POLICY MANUAL

Reports from Headquarters

Unless otherwise specified for a particular policy, all human source reports originating from 5.2 Headquarters shall be transmitted by the appropriate secure means and processed in the following manner: PROCESSED B

Related Functions

All employees concerned with processing human source reports may, as appropriate to their duties 5.3 and functions

ACCESS TO INFORMATION ACT

PROVISIONS OF THE PRIVACY ACT PROCESSED BY CSIS UNDER THE INTERDEPARTMENTAL COMMUNICATIONS 6.

Preparation of Correspondence

6.1 Correspondence with other Government Departments or related to the Minister's approval, consultation or information concerning human source operations shall be prepared by the Headquarters Operational Branch with the assistance of Headquarters Human Sources (HQ HS).

Consultation with Minister

6.3 Consultation with the Minister shall normally be by Aide-Mémoire

SECRET

OPERATIONAL POLICY MANUAL

SUR LA PROTECTION DES RENS REVISE PAR LE SCRS EN VERTU DE L PEPSONNELS ET/OU DEL PROVISIONS OF THE PRIVACY ACT AND/OR PROVISION ACT AND/OR

PEPSONNELS ET/OU DE LA LOI SUP L'ACCES

A L'INFORMATION

A L'INFORMATION SUR LA PROTECTION DE LA LOI SUR L'ACCES

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

OU SUR L'ACCES REVISE PAR LE SCRS EN VERTU DE LA LOI NOTA A BROTECTION DES RENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT AND/OR

PERSONNELS ET/OU DE LA LOI SUR LACCES

A LINFORMATION SUR LACCES

A LINFORM PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS REVISE PAR LE SCRS EN VERTU DE LA LOI ASSENDER THE PRIVACY ACT AND THE PRIVACY AND THE P

Operations Policies and Procedures

Secret 2006-05-01

2006-05-01 **OPS-204 HUMAN SOURCES - GENERAL**

1. INTRODUCTION

OPS-204

INTRODUCTION

The use of human sources is an essential investigative technique, involving various degrees of 1.1 intrusiveness.

Objective

To provide direction for the operational use and administrative management of human sources. 1.2

Scope

- 1.3 This policy relates to the recruitment, development, handling and administration of human sources.
- 1.4 Application of particular policies will depend on the circumstances of each source operation.

Authorities

- 1.5 CSIS Act
- Ministerial Direction on CSIS Operations (2001 03 01) 1.6
- Treasury Board Policies 1.7

Definitions

Human Source: A human source is any person, other than an employee of the Service, who provides operational assistance to the Service regarding activities mandated for investigation under the CSIS Act.

1.9

1.10

- 1.11 Operational Assistance: Operational assistance means providing information or otherwise facilitating operational activities of the Service.
- AR LE SCAS EN VERTU DE LA LOI TITO DE LA LOI **Under Direction:** A human source is considered to be under direction when the source: A PHOTEOTION DES RENSEIGN

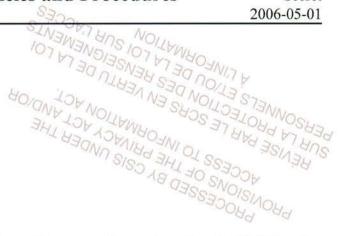
receives general direction from the Service to provide operational assistance in relation to activities.

Παγε 1 οφ

Operations Policies and Procedures

Secret 2006-05-01

1.13



- Minister: Means Minister of Public Safety and Emergency Preparedness Canada (PSEPC) unless specified otherwise.
- 1.15 Factors deemed to constitute high risk: Include a clear risk to human life, grave damage to Canada's international reputation or severe damage to the reputation of the Service.

2. **PRINCIPLES**

PEVISE PAR LE SCRS EN VERTU DE LA LOI SUBILA PROTECTION DES RENSEIGN
SUBILA PROTECTION DES RENSEIGN
SUBILA PROTECTION DES RENSEIGN 2.1 The use of human sources will be reasonable and necessary to investigate activities authorized by DERSONNETS ET/OU DE LA COURTE D the CSIS Act.

2.2

2.3

2.4

- PROVISIONS OF THE PRIVACY ACT AND/OR 2.5 Human sources are to be managed so as to protect their personal safety and the security of the Service's operations.
- 2.6 Human sources are to be treated ethically and fairly by the Service, in terms of both compensation and handling.

3. RESPONSIBILITIES

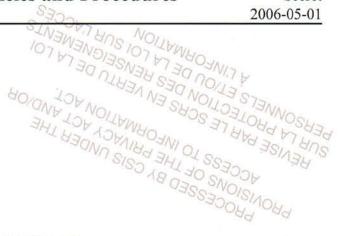
PROCESSED BY CSIS UNDER THE

Director

The Director is accountable to the Minister for the overall management of the Service's Human of the Service of the Service of the Service of S REVISE PAPILE SCAS EN VERT SUR LA PROTECTION DES PERSONNELS ET/OI PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR

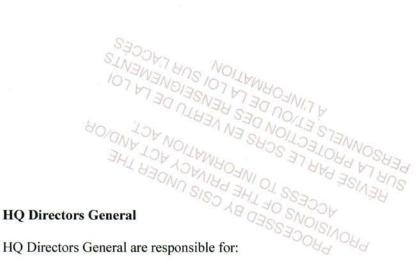
Secret 2006-05-01

3.2



Director General Human Sources and Ops Support

3.3 The Director General, Human Sources and Ops Support (DG HSOS) is responsible for:



3.4 HQ Directors General are responsible for:

> operational priorities, in respect of which recommendations on the development and direction of human sources may be made to regional operational sections; and

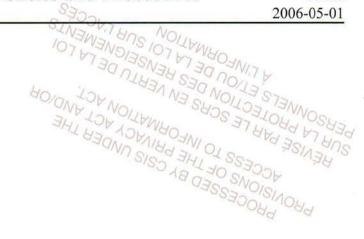
informing and HSOS of all significant matters affecting human source policy and operations.

Regional Directors General

PROCESSED BY CSIS UNDER THE

Regional Directors General are responsible for the overall management of human source 3.5 Regional Director.
operations in the region. THE NA SHORE PAR LE SCAS EN VERT OUP LA PROTOTION DES PROVISIONS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT AND/OR

Secret 2006-05-01



RECORDS 4.

Human Source Files

10/ 4.1 human source files are divided into two categories: ILES SCAS EN VERTU DE A PROTECTION DES PRINC

human source files in each category are further divided into two parts, respectively 4.2 human source files in each containing financial and general information:

SANDWAY HAS NOT THE general part contains the general part contains Opening of Files NOLLA STANNOSHAR OPENING OF FILES NOLLA STANNOSHAR OPENING OP THERAM PROPERTY OF THE PROPERT

ACCESS TO INFORMATION ACT

4.5

PROVISIONS OF THE PRIVACY ACT AND OR LA LOI SUR LA LOI PERSONNELS ETVOU DE LA LOI NERTU DE LA LOI PERSONNELS ETVOU DE LA LOI NAFORMATION ACT AND CORSE PAR LE SCRIS UNDER THE PRIVACY ACT AND CORSE PAR LA LOI NAFORMATION ACT AND CORSE PAR LOI NAFORMATION ACT AND CORSE PAR LA LOI NAFORMATION ACT AND CORSE PAR LOI NAFORMATION A

PROVISIONS OF THE PRIVACY ACT AND/OR SCESSED BY CS/S UNDER THE PRIVACY ACT AND/OR SCHS EN VERTU DE LA LOI SUR L'A COESSE IS AND L'A

5.

ACCESS TO INFORMATION ACT

REPORTING

Regional Human Source Reports

Unless otherwise specified for a particular policy, all human source reports originating from the will be transmitted by the appropriate secure means and processed in the following manner: 5.1 regions will be transmitted by the appropriate secure means and processed in the following manner:

ION SUR LACCES HQ Human Source Reports

Unless otherwise specified for a particular policy, all human source reports originating from HQ will be transmitted by the appropriate secure means and processed in the following manner: A TOR VANIAN AND THE PRIVACY A PEVISE PAR LE SOL PROCESSED BY CSIS UNDER THE TOAG AJ AUS

Secret PERSONNELS ET/OU DE LA LOI SUR L'AL 2006-05-01

Related Functions

SUP LA PROTECTION DES PENSEIGNEMENTS

PERSONNELS ETION DES PENSEIGNEMENTS

PERSONNELS ETION DES PENSEIGNEMENTS HEVISE PAR LE SCRS EN VERTU DE LA LOI STIVAN DE LA LOI ST THE PHIVACY ACT AND/OR 5.3 All employees concerned with processing human source reports may, as appropriate to their duties and functions

INTERDEPARTMENTAL COMMUNICATIONS 6.

Preparation of Correspondence

6.1 Correspondence was consultation or information concerning number of HSOS.

Branch with the assistance of HSOS. Correspondence with other Government Departments or related to the Minister's approval, consultation or information concerning human source operations will be prepared by the HQ operational PEWSE PAR L PROCESSED BY CSIS UND

Consultation with Minister

6.3 Consultation with the Minister will normally be by Aide-Mémoire



Operations Policies and Procedures

Secret PERSONNELS ET/OU DE LA LOI SUR LA 2009-09-01

2009-09-01 **OPS-204-2 PROCEDURES - HUMAN SOURCE**

1. INTRODUCTION

Objective

BERSONNELS ET/OU DE LA LOI SUR L'ACUS SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA SONNELS ET/OU DE LA LOI SUR L'ACUS ALLA LOI SUR L'ACUS SUR L'ACUS DE LA LOI SUR L'ACUS ACCES HEVISE PAR LE SCAS EN VERTU DE LA LOI PLA LOI DE LA LOI STANSPIGNEMENTO POLUNACY ACT ANDIOR 1.1 The purpose of this procedure is to provide instructions for the creation of a human source HOCESSED BY

MOLESSED BY CSIS UNDER THE

Scope

1.2 This procedure details authorities responsible

human source human source and identifies the

Authorities and References

1.3 CSIS Act

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

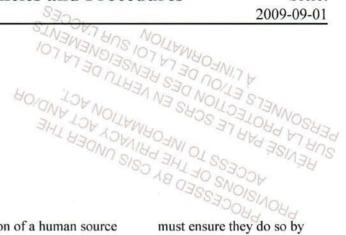
A LINFORMATION

A LINF SUBLY PROTECTION DES RENSEIGNEMENTS
SUBLA PROTECTION DES RENSEIGNEMENTS
TOI SUBLIACIÓ REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANAIRE RENSEIGNEMENTS HUMAN SOURCE

BOYON TO NOT TAMPOPHINE PRINT OF MAN TO MAN ACP SOLVE SO 2.



Secret 2009-09-01



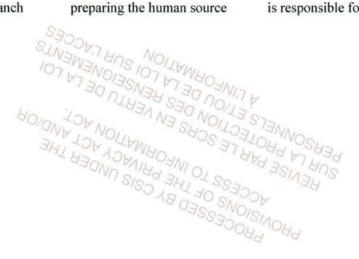
- 3. RESPONSIBILITIES
- 3.1 All employees tasked with the production of a human source maintaining ongoing consultations

must ensure they do so by

HQ Branch

3.2 The HO Branch preparing the human source

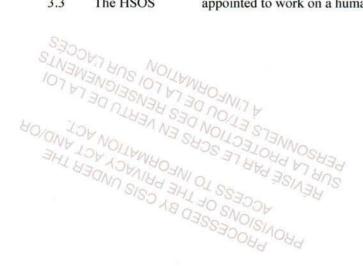
is responsible for:



HSOS.

3.3 The HSOS appointed to work on a human source

is responsible for:



OPS-204-2

Operations Policies and Procedures

Secret 2009-09-01

3.4

PERSONNELS ET/OU DE LA LOI SUR I'ACITES
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR L'A PROTECTION DE LA LOI SUR I'ACITES PERSONNELS ETTON DE LA LOI SUR L'AL PEVISE PAR LE SCRS EN VERTU DE LA LOI PRINCATION DES RENSEIGNEMENTOS PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND/OR

HSOS

3.5

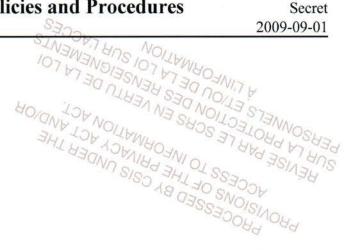


SAOOM ANS WOLL Director General Human Sources and Operations Support

3.6 III PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OP AEVISE PAPILE SCAS EN I The DG HSOS is responsible for: NOTTO PROTECTION PERSONNELS

MISIONIS OF THE BRINGEY ACT ANDLY
PROCESSED BY CSIS UNDER THE

5.



4. MANAGEMENT REVIEW



PERSONNELS ETION DE LA LOI SUR L'ACCES

A LINFORMATION

A LINF PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

SUR LA PROTECTION DES RENSEIGNEMENTS

SUR L'ACCÈS

SUR L'ACCÒN

DE LA LOI REVISE PAR LE SCRS EN VERTU DE LA LOI PIO I A DROTECTION DES DENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANSPIGNEMENTS PROVISIONS OF THE PRIVACY ACT INE ACCESS TO INFORMACY ACT AND/OR FOLLOWING TO INFORMACY ACT AND/OR PROCESSED BY CSIS UNDER THE

PERSONNELS ETION DE LA LOI SUR LACCES
A LINFORMATION DE LA LOI SUR LACCES
A LINFORMATION DE LA LOI SUR LACCES PERSONNELS ET OU DE LA LOI SUR L'ACCÈS
SUR LA PROTECTION DE LA LOI SUR L'ACCÈS REVISE PARLE SCAS EN VERTU DE LA LOI PROVISIONS OF THE PRIVACY ACT AND/OR PROVISION ACT AND/OR

PERSONNELS ETION DE LA LOI SUR L'ACCES
A L'INFORMATION SUR L'ACCES SUP LA PROTECTION DES PENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

SAGONICIA PROTECTION DE LA LOI SUR L'ACCÈS REVISE PAR LE SCRS EN VERTU DE LA LOI
PORTRECTION DES RENISEIENENTS PROVISIONS OF THE PRIVACY ACT I'MER PROCESSED BY CSIS UNDER THE

OPS-205

2006-10-25

OPS-205 APPENDIX 1 - DDO DIRECTIONAL STATEMENT

ERSONNELS ETTON DES RENSEIGNEMENT

A LINEODA, LA LOI SUI EMEMENT ERSONNELS ET/OU DES HEINSEIGNEMEIN IS

A INVENDMATION SUR L'ACCÈS PROTECTION DES RENSEIGNEMENTS



PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI DE DENIENTIONI DES BENISEIRMENTES SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ETYOU DES HENSEIGNEMENTS

À L'INEORMATION SUR L'ACCÈS

VS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT. RÉVISE PAR LE SCRS EN VERTU DE LA LOI ID LA DENTENTINAI NEC DENICEIQNEMENTE SUR LA PROTECTION DES RENSEIGNEMENTS

ET/OI DE LA LOI SUR L'ACCÈS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INECREMATION SUR L'ACCÈS

DDO

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

À L'INEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI IR I A DROTECTIONI DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

PERSONNEI S ETION DES RENSEIGNEMENTS PERSONNELS ETYOU DES RENSEIGNEMENTS

À L'INIE DE LA LOI SUR L'ACCES





This policy relates to the general development and direction of human sources by the Service. 1.1 VA DASSADORA

2. RECRUITMENT

Scope

2.1 Before attempting to recruit a human source, the investigator responsible will determine, to the appropriate extent, the subject's

Limitations

2.2 Approval by Headquarters Human Sources and Ops Support (HSOS) will be obtained before attempting to recruit a human source

SUBLA PROTECTION DES RENSEIGNEMEN

SUBLA PROTECTION DES RENSEIGNEMEN

DE DE DE CONNUEI SE ETIOI DE I A LOI SUBLEMEN

L'ALDIS

L'A PERSONNELS ETION DE LA LOI SUR PÉVISÉ PAPILE SCAS EN VERTU DE LA LOI PELA LOI PELA LOI PELA LOI PENSEIGNEMENTE STANSFIGNEMENTE PARENTALE SCAS EN SENSEIGNEMENTE PAR 2.3 PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR OF THE PRIVACY ACT AND/OR ACT AND/OR 2.4 2.5

The approval of the Director General (DG) HSOS is required prior to an attempt to recruit, or accept of operational assistance

Lo Initial Report

PERSONNELS ET/OU DE LA LOI SUR LACCES

A LINFORMATION DE LA LOI SUR LACES

A LINFORMATION DE LA LOI SUR LACES

A LINFORMATION DES HENSEIGNEMENTE

A LINFORMATION DE LA LOI SUR LACES

A LINFORMATION DE LA LOI SUR and will BROCE

Secret



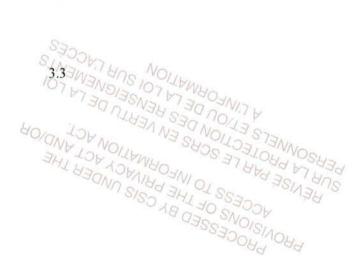
3. DIRECTION

Authorized Deployment

3.1 Where appropriately authorized, human sources may be requested or directed to provide 3.1 Where appropriately authorizes, the operational assistance only in relation to the following:

Investigations of threats to the security of Canada (OPS-100 to OPS-105, NON LA PROTECTION PROVISIONS OF THE PRIVACY ACT PROCESSED BY CSIS UNDER THE

3.2





0	PS-	20	15
V	r n.	-21	1)

Operations Policies and Procedures

Secret 2006-03-30

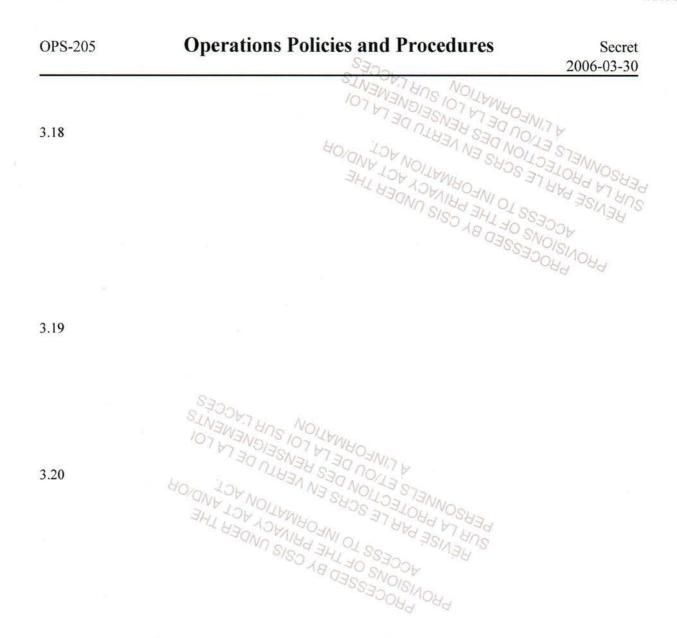
3.13

3.14

3.15

3.16

3.17



Payments





PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR HEVISE PAR LE SCRS EN VER SUR LA PROTE PERSONN Security ION DE

All contact between employees and human sources will be made in such a manner as to ensure protection of the source's identity and the overall security of the operation. SUR L'ACCES

S OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT. RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PAR LE SCRS EN VERTU DE LA LOI DE ROMINEI S ET OU DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
À L'INECREMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI DE LA DONTENTION DE DEMOCIONIEMENTE SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INECREMATION

SUR L'ACCÈS

5.

5.1 PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VERTU DE LA LOI ID I A DROTECTIONI DES RENISEIRNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
À L'INEDEMATION

SUR LA PROTECTION DES RENSEIGNEMENTS
À L'INEDEMATION

PROVISIONS OF THE PRIVACY ACT AND PROCESSED BY CSIS UNDER THE PRIVACY ACT AND PELA LOI SUR L'A LOI SUR L'A LOI PERSONNELS ETION DE LA LOI SUR L'A COI SUR L'A COI PERSONNELS ETION DE LA LOI SUR L'ACT AND PERSONNELS ETION DE LA LOI SUR L'ACCÈS PAR L'ACT AND PERSONNELS ETION ACT AND PERSONNELS ETIO

PROVISIONS OF THE PRIVACY ACT AND/OR
SUR LA PROTECTION DE LA LOI SUR LA COI
PERSONNELS ET/OU DE LA LOI SUR LA COI
A LINFORMATION SUR LACCES

5.4

5.5

5.6



PROVISIONS OF THE PRIVACY ACT THE PERSONNELS ET/OU DES RENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÉS

PROVISIONS OF THE PRIVACY ACT THE SUR LA PROTECTION DES RENSEIGNEMENTS A L'INFORMATION SUR L'ACCÉS

5.7

Payment for Information

5.8 A human source may receive operational

payment for information obtained during a

ACCESS TO INFORMATION ACT AND/OR
A LINFORMATION SUR L'ACCES

PROVISIONS OF THE PRIVACY ACT THE
RÉVISE PAR LE SCRS EN VERTU DE LA LOI
A L'INFORMATION
SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INFORMATION
SUR LA CCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR

REVISE PAR LE SCRS EN VERTU DE LA LOI
A L'INFORMATION SUR L'ACCÈS

NS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT. REVISE PAR LE SCRS EN VERTU DE LA LOI ID I A DENTE TIONI NE Q DENIQUIQUE MENTE SUR LA PAR LE SCRS EN VERTU DE LA LOI DERSONNIELS ET/OLI DE LA LOI OLI DE LA LOI SUR L'ACCES SUR LA PROTECTION DES RENSEIGNEMENTS

À L'INECREMATION SUR L'ACCES

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE LA DENTECTION DE DENGEIGNEMENTS SUR LA PAR LE SCRS EN VERTU DE LA LOI DER RONNIELS ET/OLL DE LA LOI LA LOI SLIR L'ACCÈS SUR LA PROTECTION DES RENSEIGNEMENTS

À L'INEORMATION SUR L'ACCÈS

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOI IR I A DROTECTIONI DES RENISEIRMEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
À L'INFORMATION SUR L'ACCÈS

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

1. INTRODUCTION	N	
-----------------	---	--

Scope

1.1 The chapter of Human Sources prescribes the policy and procedures related to the general development and direction of human sources by the Service.

2. RECRUITMENT

2.1 Before attempting to the appropriate extent, the subject's work Before attempting to recruit a human source, the investigator responsible shall determine, to

Limitations

Approval by Headquarters OHS shall be obtained before attempting to recruit a human source 2.2 PROCESSED BY CSIS UNDER TH DISTANCE OF THE PAIN OF A SOUND O

2.3

2.4

The approval of HQ OHS is required prior to an attempt to recruit, or acceptance of operational assistance

The approval of HQ OHS is also required prior to an attempt to recruit any individual

BY USIS UNDER THE RECORDS / LAUDELL REPLACES Page 1 of 11 1994-12-15 CHAPTER II.6, 1994-05-31 **REALSS** REVIEWED

Initial Report

2.5 human source file (see OPS-204, paragraph 4.3), When it is necessary to open an it is necessary to open and it on the source shall be submitted to Headquarters OHS and shall include the following information, as applicable: an initial report on the source shall be submitted to Headquarters OHS

3. DIRECTION

PERSONNELS ETION DE LA LOI SUPL'ACOES

A LINFORMATION DES PRIVOR SUPL'ACOES

A LINFORMATION DE SA LOI SUPL'ACOES

A LINFORMATION DE SA LOI SUPL'ACOES SUBLA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ETIOL DE LA LOI SLIB L'ACOES

PERSONNELS ETIOL DE LA LOI SLIB L'ACOES Authorized Deployment

PEVISE PAR LE SCRS EN VERTU DE LA LOI
VIR LA PROTECTION DES RENSEIRNEMENTS ADIANA CY AOT ANDIOR TOA NOTTAMAOANI OT 283 Where appropriately authorized, human sources may be requested or directed to provide 3.1 operational assistance only in relation to the following:

Investigations of threats to the security of Canada. See OPS-102

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMACTION ACT AND TOR

PROCESSED BY CSIS UNDER THE

HEVISE PAR LE SCRS EN

3.3

3.4

3.5

PERSONNELS ET/OU DE LA LOI SUP L'ACCES A L'INFORMATION UES MEIVSEIUNEINEIN BERSONNELS ET/OU DE LA LOI SUR LACCES REVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANSPIGNEMENTS STNAMANSPIGNEMENTS Sources in Sensitive Sectors 8/80/184

AS OF THE PRIVACY ACT AND TORY ACT AND TORY AND THE PRIVACY ACT AND THE PRIVACY ACT AND TORY AND THE PRIVACY ACT AND THE PRIVACY ACT AND THE PRIVACY ACT AND THE PRIVACY ACT AND THE PRIVACY A ACCESS TO INFORMATION ACT 3.6 The following approvals shall be obtained before using a human source under direction who is involved in sensitive social institutions, such as in the academic,

fields. See OPS-206, "Human Sources - Special Restrictions":

O SNOISIAONS

Approval by shall be obtained before using a human source under direction to provide operational assistance which impacts on or appears to impact on a sensitive institution.

PERSONNELS ET/OU DE LA LOI SUR LACCES
A LINFORMATION SUR LACCES
A LINFORMATION SUR LACCES HEVISE PAR LE SUR VOI SUR L'ACCÈS

BERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

BERSONNELS ET/OU DE LA LOI SUR L'ACCÈS THE PHIVACY ACT AND/OR

REVISE PAR LE SCRS EN VERT SUR LA PROTECTION DES PERSONNELS ET/O PROVISIONS OF THE PRIVACY ACT AND OR ACCESSED TO INCREMENTAL OF THE PRIVACY ACT AND OR ACCESSED TO INCREMENTAL OR ACCESSED TO INC PROCESSED BY CSIS UNDER THE

3.8

3.9

3.10

3.11

PERSONNELS ETION UES MENDENENEN SUR L'ACCES PERSONNELS ETYOU DE LA LOI SUR L'ACOES PEVISE PAR LE SCAS EN VERTU DE LA LOI STINANANSPIASINAN DES RENSPIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND OR

PERSONNELS ETION UES HENSEIGNEMENTS

A LINFORMATION SUR LACCES

A LINFORMATION

A LINFORMATION PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS PEVISE PAR LE SCRS EN VERTU DE LA LOI 19 1 A BBOTFCTION DES BENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT AND THE PRIVACY ACT AND THE PRIVACY ACT AND TO MANATORNA TO A NOTATION OF THE PRIVACY AND THE PR AB OCESSED BY

REVISE PAR LE SCAS EN VERT

PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR MISIONIS DE TUE BBILLA VATA ANDIN PROCESSED BY CSIS UNDER THE

SUR LA PROTECTION DES PERSONNELS ETION

OPERATIONAL POLICY MANUAL

PERSONNELS ETION DE LA LOI SUR L'ACCES

A LINFORMATION DE LA LOI SUR L'ACCES

A L'INFORMATION DE L'ACCE SUBLA PROTECTION DES RENSEIGNEMENTS
PERSONNELS ET/OLI DE LA LOI
SUBLIA PROTECTION DES RENSEIGNEMENTS REVISE PAR LE SCAS EN VERTU DE LA LOI PRINSE PAR LE SCAS EN VERTU DE LA LOI STNAMANSIA RENSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND/OR

3.12

3.13

3.14

SHOWALE SCHOOL SEVENCE TO SUR L'ACON SUR L'ACON SERVICE SCHOL SEVICE SUR L'A LOI SUR L'A S REVISE PAR LE SCRS EN VERTU DE LA LOI

PROVISIONS OF THE PRIVACY ACT THE PRIVACY ACT THE PRIVACY ACT THE POINT OF THE POIN PROCESSED BY CSIS UNDER THE

Page 5 of 11

TSONNELS ETYOU DE LA LOI SUR L'ACCES

TOTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

4.

4.1

4.2

4.3

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INEORMATION SUR L'ACCÈS

4.4

4.5

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUP 4.64 PAR LE SCRS EN VERTU DE LA LOI SUR L'ACCE A LINFORMATION SUR LACCES Page 6 of 11

ASONNELS ETTON DES HENSEIGNEMENTS

ATTION SUR L'ACCES

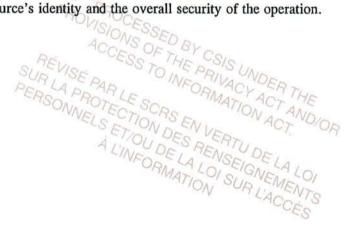
TOTECTION DES RENSEIGNEMENTS E SORS EN VERTU DE LA LOI

OPERATIONAL POLICY MANUAL

4.7

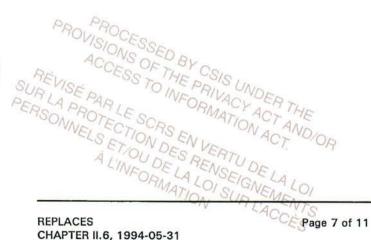
Security

4.8 All contacts between employees and human sources shall be made in ways that ensure protection of the source's identity and the overall security of the operation.



5.

5.1



REPLACES CHAPTER II.6, 1994-05-31

ICT AND/OR

A LA PROJECTION DES RENSEIGNEMENTS
A L'INE DE LA LOI SUR L'ACCÈS

TOTECTION DES RENSEIGNEMENTS E SCRS EN VERTU DE LA LOI

OPERATIONAL POLICY MANUAL

5.2

5.4

PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ETYOU DES HENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOI ID I A DROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMEN. PERSONNELS ET/OU DE LA LOI SUPT LACCE Page 8 of 11

REPLACES CHAPTER II.6, 1994-05-31

5.5

Payment for Information

5.6 A human source may receive operational

payment for information obtained during a

ICT AND/OR

A LINE DE LA LOI SUR L'ACCES

HOTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI DE LA DENTECTION DE RENIGEIGNIEMENTE SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES HENSEIGNEMENTS
A L'INFORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENT PERSONNELS ETION DES RENSEIGNEMENTS

A L'INFORMATION SUR L'ACCE Page 10 of 11

1994-12-15

OPS-205

SECRET

ACT AND/OR

ASONNELS ET/OU DES MENSEIGNEMENTS
A L'INEMENDALA LOI SUR L'ACCES

ROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

À L'INECREMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE LA DENTENTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMEN PERSONNELS ETION DES RENSEIGNEMENTS

A L'INFORMATION SI IN L'ACCÈPage 11 of 11

1994-12-15

LOI SUR L'AC

OPERATIONAL POLICY MANUAL

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

1. INTRODUCTION

Scope

- 1.1 The chapter of Human Sources prescribes the policy and procedures related to the general development and direction of human sources by the Service.
- 2. RECRUITMENT
- Before attempting to recruit a human source, the investigator responsible shall determine, to 2.1 the appropriate extent, the subject's

Limitations

Approval by HQ-IHS shall be obtained before attempting to recruit a human source 2.2 CTION DES RENSEIGNEMENTS SET/OU DE LA LOI SUR L'ACCÈS

2.3

2.4

2.5

The approval of operational assistance The approval of HQ IHS is required prior to an attempt to recruit, or acceptance

The approval of HQ IHS is also required prior to an attempt to recruit any individual SSED BY CSIS UNDER THE

Initial Report

2.6 When it is necessary to open an human source file (see OPS-204, paragraph 4.3 and 4.4), an initial report on the source shall be submitted to Headquarters IHS

> PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA LOI SUR L'ACCES
>
> A L'INFORMATION DE LA L'ACCES
>
> A L'INFORMATION DE LA L'ACCES
>
> A L'INFORMATION DE L PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> PERSONNELS ET/OU DE LA LOI SUR L'ACCES PEVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANDIASNAR SAN NOITCATORA LA LOI

, and shall include the following information, as applicable:

PROVISIONS OF THE PRIVACY ACT I'NE ACCESS TO INFORMATION ACT AND/OR 3. DIRECTION

Authorized Deployment

3.1 Where appropriately authorized, human sources may be requested or directed to provide operational assistance only in relation to the following:

SUR LA PROTECTION DES MENDENTINOS
A L'INFORMATION SUR L'ACCES
A L'INFORMATION SUR L'ACCES
A L'INFORMATION
A L' Investigations of threats to the security of Canada. See OPS-102 MOSE PAH LE OUTO EIV VERTIU UE L'A LOI SUR I'ACCES
ONNIEL SETION DES PENSEIGNEMENTS
ONNIEL SETION DE LA LOI SUR I'ACCES

T 40 SNOISINORD

ERSONNELS ETION DES MENSEIGNEMENTS

A L'INIENDMATION SUR L'ACCES

ROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

3.2

3.3

3.4

3.5

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE DENICEIRNEMENTE SUR LA PAR LE SCRS EN VERTU DE LA LOI DE DE DONNINEI S ETION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INECREMATION SUR L'ACCÈS

Sources in Sensitive Sectors

Special care is to be exercised in the recruitment or use of human sources under direction in investigation the academic, Across of the privacy across the privacy a investigations which impact on, or which appear to impact on sensitive social institutions such as in fields. See OPS-206, "Human Sources -ESS TO INFORMATION ACT EVISE PAR LE SCRS EN VERTU DE LA

SUR LA PROTECTION DES PENSEIGNI PERSONNELS ETION DE LA LOI REPLACES OPS-205, 1994-05-31

Page 3 of 12

3.8 The approval by shall be obtained before using a human source under direction to provide operational assistance in any investigation which impacts on or appears to impact on sensitive OL ADA THI OT SRADOA acts Color of the institutions.

> PERSONNELS ETION DE LA LOI SUR L'ACCES SUR LA PROTECTION DE LA LOI SUR L'ACCES
>
> PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> PERSONNELS ET/OU DE LA LOI SUR L'ACCES REVISE PAR LE SCAS EN VERTU DE LA LOI A DROTECTION DES REVISEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT AND/OR

3.9

3.10

3.11

3.12

3.13

SUPPLY PROTECTION DE LA LOI SUP L'ACCÈS

PERSONNELS ETION DE LA LOI SUP L'ACCÈS

PERSONNELS ETION DE LA LOI SUP L'ACCÈS WISE PAR LE SCRS EN VERTU DE LA LOI LA BROTECTION DES RENISHIQUELA LOI STINANIENARISHICANENTE AO'3'14 OF NOITAMAOANI OT SO PROCESSED BY REPLACES OPS-205, 1994-05-31

PERSONNELS ETION DE LA LOI SUR LACCES

A LINFORMATION SUR LACCES

A LINFORMATION

A LINFORMATI

T30 SNOISINOUS Page 4 of 12

OPS-205

SECRET

SURITA PROTECTION DES PI PERSONNELS ET/OU B

REVISE PAR LE SCRS EN VERTU

PROVISIONS OF THE PRIVACY ACT AND/ORA
ACCESSED OF THE PRIVACY ACT AND/OR
ACCESSED OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

OPERATIONAL POLICY MANUAL

3.15

3.16

3.17

PERSONNELS ETION DE LA LOI SUR L'ACCES

A LINFORMATION

A LINF PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS

PERSONNELS ET/OU DE LA LOI SUR L'ACUI

PERSONNELS ET/OU DE LA LOI SUR L'ACUI

PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANORIA RENGRENGNEMENTS PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR

SUP LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS WISE PAR LE SCRS EN VERTU DE LA LOI
LA BROTTECTION DE RAVERTU DE LA LOI
PARAMENATARIA PROVISIONS OF THE PRIVACY ACT I'ME ACCEPSIONS OF THE PRIVACY ACT I'ME ROLL ON PORTINATION ACT AND/OR PROCESSED BY CSIS UNDER THE

PERSONNELS ETION DE LA LOI SUR LACCES

Page 5 of 12

REVISE PAR LE SCRS EN VERTU

PROVISIONS OF THE PRIVACY ACT INDEPARED TO SOUTH OF THE PRIVACY ACT AND SOUTH AND SOUT

SUR LA PROTECTION DES PERSONNELS ETIOL

OPERATIONAL POLICY MANUAL

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A LINFORNET LA LOI SUR L'ACCES

A LINFORNET LA LOI SUR L'ACCES

A LINFORNATION UES MENTENTS

A LINFORNATION UES MENTENTS

A LINFORNATION UES MENTENTS

A L'INFORMATION UES MENTE PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR L'ACCÈS
ALLOI SUR L'ACCÈS

PEVISE PAR LE SORS EN VERTU DE LA LOI STINAMAINS RENISEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT INDIANATION ACT AND ON THE PRIVACY ACT AND ON THE PRIVACY ACT AND ON TO A NOTAMED ON THE PRIVACY ACT AND ON PROCESSED BY CSIS UNDER THE

3.18

3.19

3.20

SADOMA HOUS NOTTAMENTS A LOVE STORY AND LOVE AND SUPLA PROTECTION DES PENSEIGNEMENTS

PERSONNELS ET/OU MAN LOI SUR L'ACCÈS

ACTOR DES PENSEIGNEMENTS

PERSONNELS ET/OU MAN LOI SUR L'ACCÈS PEVISE PAR LE SCRS EN VERTU DE LA LOI PIA PROTECTION DES PENISEIRNENTS PERSONNELS ETOU

HO 3.21 DE NOITEMHOANI OT 80200A PROCESSEDBY OPS-205, 1994-05-31

TAO SNOISINONS Page 6 of 12

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ET/OU DES HENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÈS

PROVISI

ERSONNELS ET/OU DES HEINSEIGNEMENTS
A TIME DE LA LOI SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

4.

4.1

4.2

4.3

4.5

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE DENTECTION DES RENISEIGNES LOI SU4.6 A PROTECTION DES RENSEIGNEMEN PERSONNELS ET/ON DES RENSEIGNEMENTON
A L'INFORMATION

SUR L'ACCES

7 of 12

ERSONNELS ET/OU DES MEINSEIGNEMEIN IS

I INIENDAMATION SUR L'ACCES

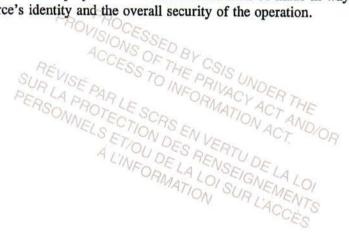
PROTECTION DES RENSEIGNEMENTS

ROVISI **OPERATIONAL POLICY MANUAL**

4.7

Security

4.8 All contacts between employees and human sources shall be made in ways that ensure protection of the source's identity and the overall security of the operation.



5.

5.1 PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DE LA LOIS

REPLACES OPS-205, 1994-05-31

Page 8 of 12

ERSONNELS ET/OU DES HENSEIGNEMENTS

A TIME DE LA LOI SUR L'ACCÈS

PROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

5.2

5.3

5.4

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PAR LE SCRS EN VERTU DE LA LOI
DE RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A MINIE DRIMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LO SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DES RENSEIGNEMEN
A L'INECREMATION SUR L'ACCE

Page 9 of 12

REVISE PAR LE SCRS EN VERTE

PROVISIONS OF THE PRIVACY ACT 'NE ACCESS TO INFORMATION ACT AND/OR

PROCESSED BY CSIS UNDER THE

SUR LA PROTECTION DES

PERSONNELS ET

OPERATIONAL POLICY MANUAL

5.5

PERSONNELS ET/OU DE LA LOI SUR LACCES

A LINFORMATION SUR LACORENENTS

A LINFORMATION DE LA LOI SUR LACCES

A LINFORMATION

SETION DE LA LOI SUR LACCES ON DES HENSEIGNEWENTS Payment for Information

payment for information obtained during a payme A human source may receive payment for Informational payment for Informational payment for Information 5.6 WISHONS OF THE BRIVANS UNDER THE S 37 HVH J SIN 3H TORY AL AUS operational

ANDIOR

OPERATIONAL POLICY MANUAL

ROVISI

ERSONNELS ET/OU DES MENSEIGNEMENTS

1 INNE DRIMATION SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PAR LE SCRS EN VERTU DE LA LOI DE RONNINEI S ETION DES RENSEIGNEMENTS SUR LA PROTECTION DES HENSEIGNEMENTS

À L'INFORMATION SUR L'ACCES

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DEN VERTIU DE LA FRINSEIGNEN PERSONNELS ET/ON DES RENSEIGNE LA LOI

A L'INFORMATION SUR L'ACCPAGE 11 of 12

ACT-AND/OR

ERSONNELS ETTON DES MENSEIGNEMENTS
A L'INECREMATION SUR L'ACCES

ROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INFORMATION SUR L'ACCÈS

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEN PERSONNELS ET/ON DES RENSEIGNEMENTON

A L'INFORMATION

L'ACCPAGE 12 of 12

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

1. INTRODUCTION

Scope

The chapter of Human Sources prescribes the policy and procedures related to the general development and direction of human sources by the Service.

2. RECRUITMENT

2.1 Before attempting to recruit a human source, the investigator responsible shall determine, to the appropriate extent, the subject's

Limitations

Approval by Headquarters Human Sources (HQ IHS) shall be obtained before attempting to 2.2 recruit a human source DES RENSEIGNEMENTS TOU DE LA LOI SUR L'ACCES

A L'INFORMATION

2.3

2.4

2.5

The approval of HQ IHS is required prior to an attempt to recruit, or acceptance of operational assistance

The approval of HQ IHS is also required prior to an attempt to recruit any individual

Initial Report

2.6 When it is necessary to open an human source file (see OPS-204, paragraph 4.3 and 4.4), an initial report on the source shall be submitted to Headquarters IHS

> PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> A LINFORMATION SUR L'ACCES
>
> A LINFORMATION
>
> A LINFORMA PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS
> SUR LA PROTECTION DES RENSEIGNEMENTS
> SUR LA PROTECTION DES RENSEIGNEMENTS
> SUR L'ACCÒNINE LA LOI SUR L'ACCÒNINE
> SUR L'ACCÒNINE LA LOI SUR L'ACCÒNINE
> SUR L'ACCÒNINE LA LOI SUR L'ACCÒNINE
> SUR L'ACCÒNINE LA L'ACCÒNINE L'ACCÒNINE
> SUR L'ACCÒNIN REVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANOIAS MANSEIGNEMENS

and shall include the following information, as applicable:



Authorized Deployment

SEPAPLE SCAS EN VERTU DE LA LOI DE DANCENCEICNIENTO DE LA LOI

3.1 Where appropriately authorized, human sources may be requested or directed to provide operational assistance only in relation to the following:

PEPSONWELS ET/OU DE LA LOI SUR LACCES

A L'INFORMATION UES MENTENION

A L'INFORMATION

A L'INFO Investigations of threats to the security of Canada. See OPS-102 PROTECTION DES PENSEIGNEMENTS

NAMES & ETION DES PENSEIGNEMENTS

RSONNELS ET/OU DES HENSEIGNENIENTES PROTECTION DES RENSEIGNEMENTS

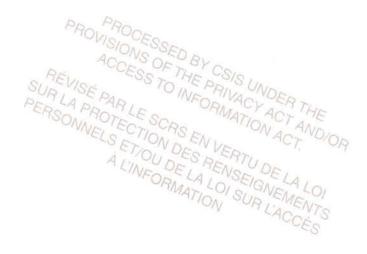
OPERATIONAL POLICY MANUAL

3.2

3.3

3.4

3.5



Sources in Sensitive Sectors

Special care is to be exercised in the recruitment or use of human sources under direction in investigations the academic, Special Restrictions of the PRIVACY ACT THE NATION ACT AND/OR investigations which impact on, or which appear to impact on sensitive social institutions such as in fields. See OPS-206, "Human Sources -

ESS TO INFORMATION ACT PEVISÉ PAR LE SCRS EN VERTU DE LA SUR LA PROTECTION DES RENSEIGN

REPLACES OPS-205, 1995-10-31/1996-02-29

PERSONNELS ETTOU DE LA LO

Page 3 of 13

shall be obtained before using a human source under direction to 3.8 The approval by provide operational assistance in any investigation which impacts on or appears to impact on sensitive M Order of SWOISIVORD PROCESSED BY CSIS UNDE institutions.

> PERSONNELS ETON DES MENSEIGNENTON SUR L'ACCES
> A L'INFORMATION DES MENSEIGNENTIN SUR LA PROTECTION DES RENSEIGNEMENTS
>
> PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANDIAS RENSEIGNENEN LOI

PROVISIONS OF THE PRIVACY ACT AND/OR ACCESS OF THE PRIVACY ACT AND/OR ROAD TO INFORMATION ACT AND/OR

3.9

3.10

3.11

3.12

3.13

PERSONNELS ET/OU DE LA LOI SUR LACCES
A LINFORMATION SUR LACCES
A LINFORMATION SUR LACCES SUR LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

SAN L'ACCÈS AO'S'14 OF NOITAMAOANIOT

OPS-205

SECRET

REVISE PAR LE SCRS EN VERTU D

PROVISIONS OF THE PRIVACY ACT INE ACCESS OF THE PRIVACY ACT INE ROLL ACT AND OR

SUR LA PROTECTION DES RE PERSONNELS ET/OU DE

OPERATIONAL POLICY MANUAL

PERSONNELS ETION UES HENDENIENTS
A LINFORMATION SUR LACES
A LINFORMATION SUR LACES

PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMPRISIA PRINSPIGNEMENTS

PROVISIONS OF THE PRIVACY ACT AND/OR ACTOR OF THE PRIVACY ACT AND/OR ACT AND/OR

3.15

3.16

3.17

BERSONNELS ET/OU DE LA LOI SUR L'ACOÉS

PERSONNELS ET/OU DE LA LOI SUR L'ACOÉS AOLONA TO ANOTANO DA

REVISE PAR LE SCRS EN VERTU

PROVISIONS OF THE PRIVACY ACT I'ME ACCE.S.S. TO INFORMATION ACT AND/OP PROCESSED BY CSIS UNDER THE

SUR LA PROTEOTION DES RI PERSONNELS ET/OU E

OPERATIONAL POLICY MANUAL

PERSONNELS ET/OU DE LA LOI SUR L'ACCES PERSONNELS ET/OU DE LA LOI SUB L'ACCES

HEVISE PAR LE SCAS EN VERTU DE LA LOI NOTA CATON DES RENSEIGNEMENTS

PROVISIONS OF THE PHIVACY NOTA

ACCESSED TO INDICED THE PHIVACY NOTA

ACCESSED TO INDICED THE PHIVACY NOTA

ACCESSED TO INDICED THE PROVIDED THE PRO PROCESSED BY CSIS UNDER THE

3.18

3.19

3.20

SJOONT HOS NOLLY Payments PERSONNELS ET/OU DEX A LOI SUR L'ACCES

PERSONNELS ET/OU DEX A LOI SUR L'ACUI

PERSONNELS ET/OU DEX RENSEIGNEMENTS

PERSONNELS ET/OU DEX A LOI SUR L'ACUI

PRENSEIGNEMENTS

PREN DEPSONNELS ET/OU DE

GO 3.21 OF NOTTAMBO ANT OT S

8 8

REPLACES OPS-205, 1995-10-31/1996-02-29

Page 6 of 13

ERSONNELS ET/OU DES MENSEIGNEMENTS
ATIMENDATION SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

ROVIS **OPERATIONAL POLICY MANUAL**

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

REVISE PAR LE SCRS EN VERTU DE LA LOI DENICEIRNE DENICEIRNE MENTE SUR LA PAR LE SCRS EN VERTU DE LA LUI
DE DE CONNINEI S ET/OII DE LA LUI
DE 1 4 1 OI SIIR L'ACCÈS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INEORMATION SUR L'ACCÈS

4.

4.1

4.2

4.3

4.4

4.5

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LO SUR LA PROTECTION DES RENSEIGNEMENTO DE LA LOI PAG

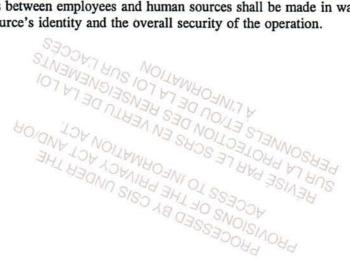
Page 7 of 13

REVISE PAR LE SCAS EN VERTI PERSONNELS ET/OU SUR LA PROTECTION DES PROVISIONS OF THE PRIVACY ACT AND/ORA
ACCESS TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

4.7

Security

4.8 All contacts between employees and human sources shall be made in ways that ensure protection of the source's identity and the overall security of the operation.



5.

5.1

OPERATIONAL POLICY MANUAL

PROVIS

ERSONNELS ET/OU DES MEINSEIGNEMENTS

A L'INEMPRATION SUR L'ACCÈS

PROTECTION DES RENSEIGNEMENTS

5.2

5.3

5.4

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOY SUR LA PROTECTION DES RENSEIGNEMEN PERSONNELS ET/ON DES RENSEIGNEMENTON

A L'INFORMATION

SUR L'ACCES

9 of 13

SECRET

REVISE PAR LE SCRS EN VERT

PROVISIONS OF THE PRIVACY ACT AND/OR ACCESS TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

SUR LA PROTECTION DES PERSONNELS ET/OU

OPERATIONAL POLICY MANUAL

5.5

Payment for Information payment for information obtained during a A human source may receive paymon and an arrange of the second se 5.6 PROCESSED BY CSIS UNDER THE operational

MINDE LA LOI SUR L'ACCES PROVISIONS OF THE PRIVACY AND INVERT IN TAXABLE PRIVACY AND TO INFORMATION OF S.S. STORY AND TAXABLE PRIVACY AND TAXABLE PRIVA OS 37 HEM 35 MAN TE SOL ATOAG AJ AUS

PONVACY ACT AND/OR

PERSONNELS ET/OU DE LA LOI SUR L'ACOES

A LINFORMATION SUR L'ACOES

A LINFORMATION

A L'INFORMATION

A L'INF

OPERATIONAL POLICY MANUAL

POVIS

ERSONNELS ET/OU DES MENSEIGNEMENTS
A L'INIE DE LA LOI SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI ID LA DROTECTION DES DENISEIRNEMENTS SUR LA PAR LE SCAS EN VERTU DE LA LOI DERSONNEI S ET/OII DE 1 A I DI SIIR L'ACCES SUR LA PROTECTION DES HENSEIGNEMENTS
A L'INFORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LO SUR LA PROTECTION DES RENSEIGNEMEN PERSONNELS ET/OU DE LA LOI

OPS-205, 1995-10-31/1996-02-29

SUR L'ACCES 11 of 13

PROTECTION DES RENSEIGNEMENTS

ERSONNELS ET/OU DES HEINSEIGNEMENTS

A MINIENDAMATION SUR L'ACCÈS

OPERATIONAL POLICY MANUAL

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE DENIGEIGNEMENTS SUR LA PAR LE SCRS EN VERTU DE LA LOI DERSONNEI S ETION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LO SUR LA PROTECTION DES RENSEIGNEMEN: PERSONNELS ET/OU DE LA LOIS SUR L'ACCES

OPS-205, 1995-10-31/1996-02-29

Page 12 of 13

ERSONNELS ET/OU DES HENSEIGNEMENTS

A LIMENDMATION SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE LA DENIENTIONI DE DENIGEIGNIEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

À L'INFORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LO SUR LA PROTECTION DES RENSEIGNEMEI PERSONNELS ETYOU DE LA LOI

REPLACES OPS-205, 1995-10-31/1996-02-29 Page 13 of 13

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

1. INTRODUCTION

Scope

- 1.1 The chapter of Human Sources prescribes the policy and procedures related to the general development and direction of human sources by the Service.
- 2. RECRUITMENT
- 2.1 Before attempting to recruit a human source, the investigator responsible shall determine, to the appropriate extent, the subject's

Limitations

Approval by Headquarters Human Sources (HQ IHS) shall be obtained before attempting to 2.2 CTION DES RENSEIGNEMENTS recruit a human source ET/OU DE LA LOI SUR L'ACCÈS

A L'INFORMATION

2.3

2.4

PROVISIONS OF THE PRIVACY ACT The approval of HQ IHS is required prior to an attempt to recruit, or acceptance of operational assistance

REPLACES OPS-205, 1996-10-31

1997-02-28

The approval of HQ IHS is also required prior to an attempt to recruit any individual and some and som PROCESSED BY CSIS UNDER THE ACCESS TO INFORM JONNISIONS OF THE PHINACY

2.6

Initial Report

2.7 When it is necessary to open an human source file (see OPS-204, paragraph 4.3 and 4.4), an initial report on the source shall be submitted to Headquarters IHS

> PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> A L'INFORMATION UES MEIVOENTENTENT
>
> A L'INFORMATION UES MEIVOENTENTENT
>
> A L'INFORMATION
>
> A L'INFORMATI SUR LA PROTECTION DES RENSEIGNEMENTS
>
> BERSCONNELS ET/OU DE LA LOI SUR L'ACCES REVISE PAR LE SORS EN VERTU DE LA LOI REVISE PAR LE SORS EN VERTU DE LA LOI REVISEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

and shall include the following information, as applicable:



Authorized Deployment

OF NOITHMAOPINI OT

Where appropriately authorized, human sources may be requested or directed to provide operational assistance only in relation to the following:

Investigations of threats to the security of Canada. See OPS-102 SE PAR LE SORS EN VERTU DE A PROTECTION DES RENSI

PROCESSEDBY

PONIMACY ACT ANDIOR

REVISE PAR LE SCAS EN VERT

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INFORMATION ACT AND/OR

OPERATIONAL POLICY MANUAL

3.2

3.3

3.4

3.5

Sources in Sensitive Sectors

TO NOTAMROAMION ACT

PROCESSED BY

3.6 Special care is to be exercised in the recruitment or use of human sources under direction in investigations the academic, Special Restrictions and the state of the investigations which impact on, or which appear to impact on sensitive social institutions such as in fields. See OPS-206, "Human Sources -PERSONNELS ET/OU DE LA

PROVISIONS OF THE PRIVACY ACT AND/OR

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A L'INFORMATION UES PENSINEIVIO

A L'INFORMATION

A SUR LA PROTECTION DES RENSEIGNEMENTS
PERSONNELS ET/OU DE S RENSEIGNEMENTS
PERSONNELS ET/OU DE S RENSEIGNEMENTS
PLOI SUR L'ACCES REVISE PAR LE SCRS EN VERTU DE LA LOI
REVISE PAR LE SCRS EN VERTU DE LA LOI

MSE PAR LE SCRS EN VERTTO

AO/OVA TOP AO/OPINA

REPLACES OPS-205, 1996-10-31 Page 3 of 13

1997-02-28

3.8 The approval by shall be obtained before using a human source under direction to provide operational assistance in any investigation which impacts on or appears to impact on sensitive PROCESSED BY CSIS UNDE WOONISINOAG institutions.

> PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> A LINFORMATION SUR L'ACNEN SUR L'ACCES PERSONNELS ET/OU DE LA LOI SUR L'ACCES
>
> PERSONNELS ET/OU DE LA LOI SUR L'ACCES REVISE PAR LE SORS EN VERTU DE LA LOI

PROVISIONS OF THE PHIVACY ACT INE ACCESS TO INFORMATION ACT AND/OP PROCESSED BY CSIS UNDER THE

3.9

3.10

3.11

3.12

3.13

PERSONNELS ETTION UES HENSEIGNEMENTS

A LINFORMATION UES HENSEIGNEMENTS

A LINFORMATION UES HENSEIGNEMENTS SUP LA PROTECTION DE LA LOI SUR LACCES

PERSONNELS ET/OU DE LA LOI SUR LACCES

PERSONNELS ET/OU DE LA LOI SUR LACCES AC3.14 TOP NOTTEMAOANI OT DE

PROCESSED BY

REVISE PAR LE SCRS EN VERTE

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS TO INECRMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

SUR LA PROTECTION DES PERSONNELS ET/OU

OPERATIONAL POLICY MANUAL

3.15

3.16

3.17

PERSONNELS ET/OU DE LA LOI SUR LACCES SUR LA PROTECTION DES RENSEIGNEMENTS
PERSONNELS ET/OU DE LA LOI SUR LACCES REVISE PAR LE SCRS EN VERTU DE LA LOI PIR I A PROTECTION DES RENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT AND/OR

PERSONNELS ETION DE LA LOI SUR LACCES
A LINFORMATION SUR LACCES
A LINFORMATION SUPPLY PROTECTION DES PRINSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACOES

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU DE LA LOI SUR L'ACOE

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU DE LA LOI SUR L'ACOI

SAN VERTIU

SAN VERT TEVISE PAR LE SCRS EN VERTU DE LA LOI
DI A BBOTEOTIONI OES BENISEIONIENATU AOJUNACY ACT ANDIOR PROCESSED BY CS PROVISIONS OF T

OPS-205

SECRET

REVISE PAR LE SCRS EN VERTI

PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR

SAG NOITO STANDS PERSONNELS ET/OU

OPERATIONAL POLICY MANUAL

3.18

3.19

3.20

PERSONNELS ETION DE LA LOI SUR L'ACCES

A L'INPORMATION DE LA LOI SUR L'ACCES

A L'INPORMATION DE LA LOI SUR L'ACCES PERSONNELS ET/OU DE LA LOI SUR L'ACCÉS
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR LA LOI SUR L'ACUI
SUR L'ACCÉS REVISE PAR LE SCRS EN VERTU DE LA LOI ROTECTION DE S RENSEIGNENENTS PROVISIONS OF THE PRIVACY ACT AND/OR ACT AND/OR

SEMSEVANSE PAR LE SCHS EN VERTU DE LA LOI
STATUTON DES RENSEIGNEMENTS
A LINGUISTE SCHS EN VERTU DE LA LOI
STATUTON DE SAMENTE SUN VERTU DE LA LOI
A LINGUISTE SCHS EN VERTU DE LA LOI
STATUTON DE LOI
STATUTON DE LA LOI
STATUTON DE LOI
STATUTON DE LA LOI
STATUTON DE LOI
STATUTON DE LA LOI
STATUTON DE VISE PAR LE SORS EN VERTU DE LA LOI PARTE PAR LE SORS EN VERTU DE LA LOI PARTE PAR LE SORS EN VERTU DE LA LOI

3.21 LOW NOILY WHO SINI OLSS JOOK Page 6 of 13

1997-02-28

ERSONNELS ET/OU DES MENSEIGNEMENTS

A L'INLES PANATION SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

PROVISIO OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

REVISE PAR LE SCRS EN VERTU DE LA LOI ID I A DENTENTINNI DES BENISEIRNIEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ET/OU DES MENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÈS

4.

4.1

4.2

4.3

4.5

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE 4:69SONNELS ETION DES RENSEIGNE LA LOI À L'INFORMATION SUR L'A Page Tof 13

1997-02-28

OPERATIONAL POLICY MANUALS UNDER THE SUR LA PROTECTION DES RENSEIGNEMENTS PRIVACY ACT AND/OR PERSONNELS ET/OU DES HENSEIGNEMENTS A UNICODAMATION SUR L'ACCES

4.7

Security

4.8 All contacts between employees and human sources shall be made in ways that ensure protection of the source's identity and the overall security of the operation. ALA PROTECTION DES RENSEIGNEMENTS PERSONNELS ETYOU DES RENSEIGNEMENTS

A L'INECREMATION SUR L'ACCÈS ACY ACT AND/OR

5.1 SUR LA PROTECTION DES RENSEIGNE ERSONNELS ET/OU DE LA LOI

PROVISIONS OF THE PRIVACY ACT AND/OR

OP'S-205

SECRET

ERSONNELS ET/OU DES MENSEIGNEMENTS
A L'INECREMATION SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE DENIGEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS PERSONNELS ET/OU DES HENSEIGNEMENTS

A L'INEORMATION SUR L'ACCES

5.2

5.3

5.4

SUR LA PROTECTION DES RENSEIGNEM PERSONNELS ET JOU DE LA LOI SE REPLACES OPS-205, 1996-10-31

RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI Page 9 of 13

PROCESSED BY CSIS UNDER THE PROVISIONS OF THE PRIVACY ACT AND/OR

REVISE PAR LE SCRS EN VERTIL

SAM LA PROTEOTION DES PERSONNELS ET/OL

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OP PROCESSED BY CSIS UNDER THE

5.5

PERSONNELS ETYOU DES MENDE LA LOI SUR LACCES SUPPLA PROTECTION DES PENSEIGNEMENTS
PERSONNELS ET/OL/ DES PENSEIGNEMENTS
PORTECTION DES PENSEIGNEMENTS
PORTECTION DES PENSEIGNEMENTS
PORTECTION DE LA LOI SUPPLIA LOI SUPPLIA LOI REVISE PAR LE SCAS EN VERTU DE LA LOI MAI A BROTECTION DES RENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'MET I'ME PRIVACY ACT ANDION OF THE PRIVACY ACT ANDION ACT ANDIOP PROCESSED BY CSIS UNDER THE

Payment for Information

5.6 A human source may receive operational '

payment for information obtained during a

SUR LA PHUI ECTION DE LA LOI SUR L'ACCES
A LINEORMATION SUR L'ACCES
A LINEORMATION DES HENSEIGNENTS SUR LA PROTECTION DES RENSEIGNEMENTS
PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS PEVISE PAR LE SCRS EN VERTU DE LA LOI VIDILA DROTECTION DES DENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR PROCESSED BY OSIS UNDER THE

Page 10 of 13

ACT AND/OR

OPERATIONAL POLICY MANUAL

ROVISI

ERSONNELS ET OU DES HENSEIGNEMENTS

A L'INE DE LA LOI SUR L'ACCÈS

PROTECTION DES RENSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PAR LE SCRS EN VERTU DE LA LOI DERSONNEI SETION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DE LA LOIS ALINFORMATION

REPLACES OPS-205, 1996-10-31 SUR L'ACOPAGE 11 of 13

OPS-205

SECRET

ERSONNELS ET/OU DES MENSEIGNEMENTS

A TIMENDA LOI SUR L'ACCES

PROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI DE LA DENTENTIONI DE DENIGEIGNIEMENTO SUR LA PROTECTION DES PENSEIGNEMENTS

PERSONNEI S ETION DES PENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A TIMEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DE LA LOIS

REPLACES OPS-205, 1996-10-31 Page 12 of 13

ERSONNELS ET/OU DES MEINSEIGNEMENTS

A INNIENDATATIONI SUR L'ACCES

ROTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INEORMATION SUR L'ACCES

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DES RENSEIGNEMENTON

A L'INFORMATION

L'Page 13 of 13

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

INTRODUCTION 1.

Scope

- 1.1 The chapter of Human Sources prescribes the policy and procedures related to the general development and direction of human sources by the Service.
- 2. RECRUITMENT
- 2.1 Before attempting to recruit a human source, the investigator responsible shall determine, to the appropriate extent, the subject's

Limitations

Approval by Headquarters Human Sources (HQ IHS) shall be obtained before attempting to TOU DE LA LOI SUP L'ACCES 2.2 ALINFORMATION recruit a human source

2.3

2.4

PROVISIONS OF THE PRIVACY ACT AND/ REVISE PAR LE SCRS E The approval of HQ IHS is required prior to an attempt to recruit, or acceptance of operational assistance

The approval of HQ IHS is also required prior to an attempt to recruit any individual

2.6

Initial Report

2.7 When it is necessary to open an human source file (see OPS-204, paragraphs 4.3 and 4.4), an initial report on the source shall be submitted to Headquarters IHS

REVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANAIAS RENSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR

and shall include the following information, as applicable: PERSONNELS ET/OU DE LA LOI SUR L'ACOI
A L'INVENDANATION SUR L'ACOI
A L'INVENDANATION SUR L'ACOI
A L'INVENDANATION SUR L'ACOI SUR LA PROTECTION DES RENSEIGNEMENTS

PERSONNIEI SETION DES RENSEIGNEMENTS

EN LOI SUR LA COCES

SESSONIE SETION DE LA LOI SUR LA COCES

3. DIRECTION

Authorized Deployment

OF NOTTAMADANI OT 8

3.1 Where appropriately authorized, human sources may be requested or directed to provide operational assistance only in relation to the following:

Investigations of threats to the security of Canada. See OPS-102

SCRS EN VERTU DE LA LOI

WELS ET/OU DE LA LOI SUR L'ACCES ECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

3.2

3.3

3.4

3.5

Sources in Sensitive Sectors

Special care is to be exercised in the recruitment or use of human sources under direction in investigations which impact on, or which appear to impact on sensitive social institutions such as in the academic,
Restrictions", QLESCRS EN VERTU DE LA LOI S TO INFORMATION ACT. IE PRIVACY ACT AND/OR fields. See OPS-206, "Human Sources - Special ROTECTION DES RENSEIGNE

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE

REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INEORMATION SUR L'ACCÈS

SONNELS ETIOU DE LA LOI

REPLACES OPS-205, 1997-02-28 Page 3 of 14

shall be obtained before using a human source under direction to 3.8 The approval by provide operational assistance in any investigation which impacts on or appears to impact on sensitive institutions. PROCESSED BY

> PERSONNELS ET/OU DE LA LOI SUP L'ACCES
>
> A LINFORMATION
>
> A LINF PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS
> SUR LA PROTECTION DES RENSEIGNEMENTS
> SUR LA CUI SUR L'ACUI
> SUR L'ACCÈS REVISE PAR LE SCRS EN VERTU DE LA LOI STNAMANDIAS MANSEIGNAMANDI STNAMANDIAS MANSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESS OF THE PRIVACY ACT AND/OR
ACCESS TO INFORMATION ACT AND/OR

3.9

3.10

3.11

3.12

3.13

PERSONNELS ET/OU DE LA LOI SUR LACCES
A LINFORMATION SUR LACCES
A LINFORMATION DES PENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

PERSONNELS ET/OU DE LA LOI SUR L'ACCÈS

SENSONNELS ET/OU DE LA LOI SUR L'ACCÈS TEVISE PAR LE SCRS EN VERTU DE LA LOI PLA PROTECTION DES RENSEIGNEMENTOS PLA PROTECTION DES RENSEIGNEMENTOS

PROVISIONS OF THE PRIVACY ACT AND/OR

PEVISE PAPILE SCAS EN VE

O NOTECTION DI PERSONNELS ET

3.15

3.16

3.17

PERSONNELS ETION UES MENSEIGNEMINS

A LINFORMATION SUR LACCES

A LINFORMATION SUR LACCES SUR LA PROTECTION DES RENSEIONE LA LOI SUR L'ACOLTS
PERSONNELS ET/OU DE LA LOI SUR L'ACCES
SENSONNELS ET/OU DE LA LOI SUR L'ACCES RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI STINAN PROTECTION DES RENSEIGNEMENTS PROVISIONS OF THE PRIVACY ACT I'TE PONDENDATION ACT AND/OR PONDENDATION ACT AND/OR

PROVISIONS OF THE PRIVACY ACT AND/OR ACCEDS TO INFORMATION ACT AND/OR ACT AND/OR

PERSONNELS ET/OU DE LA LOI SUR LACCES
A LINFORMATION UES PROSEIGNEMENTS
A LINFORMATION UES PROSEIGNEMENTS SUR LA PROTECTION DE LA LOI SUR L'ACUTA LUI SUR L'ACUTA CALION DES RENSEIGNEMENTS EN VERTO DE LA LOI SUR L'ACUTA CUI SUR L'ACU WISE PAR LE SCRS EN VERTU DE LA LOI
LA BROTECTION DE RAVERICAIENENTO

3103(83/01)

SECRET

SUR LA PROTECTION D

PERSONNELS ET

HENISE PAR LE SCAS EN

OPERATIONAL POLICY MANUAL

PERSONNELS ET/OU DE LA LOI SUR L'ACCES

A L'INFORMATION DE L'ACCE PERSONNELS ET/OU DE LA LOI SUR L'ACOÈS
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR L'ACOÈS
PERSONNELS ET/OU DE LA LOI SUR L'ACOÈS REVISE PAR LE SCAS EN VERTU DE LA LOI PRINSPIRATOR DE SARVERTO DE LA LOI STNAMPARENSPIRATOR

PROVISIONS OF THE PRIVACY ACT I'TE
ACCESSO TO INFORMATION ACT AND/OR PROCESSED BY CSIS UNDER THE

PROVISIONS OF THE PRIVACY ACT AND/OR

PROCESSED BY CSIS UNDER THE

3.18

3.19

3.20

PERSONNELS ETINON DE LA LOI SUR LACCES
A LINFORMATION SUR LACCES
A LINFORMATION SUR LACCES TEVISE PAR LE SCRS EN VERTU DE LA LOI
PTINAN DES PENISEIGNENENTOS PROVISIONS OF THE PRIVACY ACT AND ON THE PRIVACY ACT AND ON THE PRIVACY ACT AND OR ACT A PROCESSED BY OSIS UNDER THE

REVISE PAR LE SCAS EN VET

SUR LA PROTECTION D DEPSONNELS ET

PROVISIONS OF THE PRIVACY ACT I'ME ACCESS TO INFORMATION ACT AND/OR

PROCESSED BY CSIS UNDER THE

OPERATIONAL POLICY MANUAL

PERSONNELS ETTON DE LA LOI SUR L'ACCES
A L'INFORMATION DE LA LOI SUR L'ACCES
A L'INFORMATION DE LA LOI SUR L'ACCES

PERSONNELS ET/OU DE LA LOI SUB L'ACCES

PERSONNELS ET/OU DE LA LOI SUB L'ACCES PEVISE PAR LE SCAS EN VERTU DE LA LOI STNAMANAIS RENSEIGNEMENTS

PROVISIONS OF THE PRIVACY ACT AND/OR

PROCESSED BY CSIS UNDER THE

Payments

3.21

4.

4.1

4.2

4.3

4.4

PERSONNELS ETION DES PENSEIGNEMENTS

A LINFORMATION BERSONNELS ET/OU DE LA LOI SUR L'A LOI SUR LA PROTECTION DES RENSEIGNEMENT SUR LA PROTECTION DES RENSEIGNEMENT SUR LA PROTECTION DE LA LOI SUR L'ALIGE PAR LE SUR L'ALIGE PAR L'E SUR L'ALIGE PAR L'ALIGE PAR L'E SUR L'ALIGE PAR WISE PAR LE SCRS EN VERTU DE LA LOI LA BROTECTION DE BRINGHICHENTOS PROVISIONS OF THE PRIVACY ACT I'HE
ACCESS TO INFORMATION ACT AND/OP PROCESSED BY CS

ECTION DES RENSEIGNEMENTS SCRS EN VERTU DE LA LOI

WELS ET/OU DE LA LOI SUR L'ACCES

OPERATIONAL POLICY MANUAL

4.6

4.7

Security

PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VER SUR LA PROTECTION DES PERSONNELSETIO 4.8 All contacts between employees and human sources shall be made in ways that ensure protection of the source's identity and the overall security of the operation.

PROCESSED BY CSIS UNDER THE

RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNE PERSONNELS ET/OU DE LA LOI REPLACES OPS-205, 1997-02-28

PROVISIONS OF THE PRIVACY ACT AND/OR

Page 8 of 14

ONNELS ET/OU DES HENSEIGNEMENTS

A DIMENDA LA LOI SUR L'ACCÈS

SCAS EN VERTU DE LA LOI ECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL

5.

5.1

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI 10 1 A DENTENTION DES RENGEIGNIEMENTS SUR LA PAR LE SCRS EN VERTU DE LA LOI DE RONNINEI SETION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INFORMATION SUR L'ACCÈS

5.3

5.2

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENT PES.40 ONNELS ETION DES RENSEIGNELA LOI
A LINFORMATION SUR L'AC (Page 9 of 14

OPS-205

SECRET

OPERATIONAL POLICY MANUAL

5.5

Payment for Information

5.6 A human source may receive operational

payment for information obtained during a

ONNELS ET/OU DES HENSEIGNEMENTS

A DIMENDAMATION SUR L'ACCES

TECTION DES RENSEIGNEMENTS SCRS EN VERTU DE LA LOI

OPERATIONAL POLICY MANUAL

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INEORMATION SUR L'ACCES

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PRAHLE SCRS EN VERTU DE LA LOI DERSONNIEL STION DES RENSEIGNEMENTS PERSONNELS ET/ON DES RENSEIGNEMENTS

A L'INFORMATION SUR L'AC Page 11 of 14

AND/OR

TONNELS ET/OU DES HENSEIGNEMENTS

A TIME ODMATION SUR L'ACCES

TECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL UNDERTO

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI DE DENIGEIGNIEMENTO SUR LA PAR LE SCRS EN VERTU DE LA LOI DER CONNEI SET/OII DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS
A L'INFORMATION SUR L'ACCES

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISE PAR LE SCRS EN VERTU DE LA LOI DROTECTIONI DES RENISEIGNIENTES SUR LA PROTECTION DES RENSEIGNEMENTO PERSONNELS ET/ON DES RENSEIGNEMENTS
A L'INFORMATION SUR L'AC Page 12 of 14

OPS-205

SECRET

SONNELS ET/OU DE LA LOI SUR L'ACCÈS

OTECTION DES RENSEIGNEMENTS

OPERATIONAL POLICY MANUAL CHOCKET

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE REVISE PAR LE SCRS EN VERTU DE LA LOI ID I A DROITECTIONI DE QUENIQUI DE LA LOI SUR LA PROTECTION DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

A L'INEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI SUR LA PRAR LE SCRS EN VERTU DE LA LOI DED COMME DE LA LOI DE LOI DE LA LOI DE LOI PERSONNELS ETION DES RENSEIGNE LA LOI
À L'INFORMATION SUR L'AC Page 13 of 14

NNELS ET/OU DE LA LOI SUR L'ACCES ECTION DES RENSEIGNEMENTS SCRS EN VERTU DE LA LOI

OPERATIONAL POLICY MANUAL ON THE PROPERTY OF T

PROVISIONS OF THE PRIVACY ACT AND/OR REVISE PAR LE SCRS EN VERTU DE LA LOI SUR LA PAR LE SCRS EN VERTU DE LA LOI DERSONNEIS ET OU DES RENSEIGNEMENTS SUR LA PROTECTION DES RENSEIGNEMENTS

À I'INEORMATION SUR L'ACCÈS

PROVISIONS OF THE PRIVACY ACT AND/OR PROCESSED BY CSIS UNDER THE RÉVISÉ PAR LE SCRS EN VERTU DE LA LOI IR I A DROTECTIONI DES RENSEIGNIEMENTS SUR LA PROTECTION DES RENSEIGNEMENTO PERSONNELS ET/OU DES MEIVOR

OPS-205, 1997-02-28

Page 14 of 14

OPS-205 HUMAN SOURCES - DEVELOPMENT AND DIRECTION OF SOURCES

1. INTRODUCTION

Scope

- The chapter of Human Sources prescribes the policy and procedures related to the general 1.1 development and direction of human sources by the Service.
- 2. RECRUITMENT
- Before attempting to recruit a human source, the investigator responsible shall determine, to the appropriate extent, the subject's

Limitations

- Approval by Headquarters Human Sources (HQ IHS) shall be obtained before attempting to 2.2 NOITAMAOAM OT SESSOOM PROVISIONS OF THE PRIVACY ACT PROCESSED BY CSIS UNDER THE
- 2.3
- 2.4
- 2.5

The approval of HQ IHS is required prior to an attempt to recruit, or acceptance of operational assistance

The approval of HQ IHS is also required prior to an attempt to recruit any individual

2.6

Initial Report

When it is necessary to open an human source file (see OPS-204, paragraph 4.3 and 4.4), an initial report on the source shall be submitted to Headquarters IHS on the general file

ACCESS TO INFORMATION AC

PROCESSED BY CSIS UNDER THE

PROVISIONS OF THE PRIVACY ACT

and shall include the following information, as applicable:

3. DIRECTION

Authorized Deployment

Where appropriately authorized, human sources may be requested or directed to provide operational assistance only in relation to the following:

Investigations of threats to the security of Canada. See OPS-102

HEVISE PAR LE SCRS EN

PROVISIONS OF THE PRIVACY ACT AND/OR

PROCESSED BY CSIS UNDER THE

OPERATIONAL POLICY MANUAL

PERSONNELS ETION UES HENDEIGIVENIENTS

A LINFORMATION UES HENDEIGIVENIENTS

A LINFORMATION UES HENDEIGIVENIENTS

A LINFORMATION UES HENDEIGIVENIENTS PERSONNELS ETIOU DE LA LOI SUR LACCES
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR LA PROTECTION DES RENSEIGNEMENTS
SUR LA PROTECTION DE LA LOI SUR LACCES REVISE PAR LE SCAS EN VERTU DE LA LOI LIR I A PROTECTION DES RENSEIGNEMENTS

3.2

3.3

3.4

3.5

Sources in Sensitive Sectors

Special care is to be exercised in the recruitment or use of human sources under direction in 3.6 investigations which impact on, or which appear to impact on sensitive social institutions such as in the academic, fields. See OPS-206, "Human Sources - Special

Restrictions"

REPLACES OPS-205, 1997-04-30

PROVISIONS OF THE P. Page 3 of 14

1997-08-22